



PERSONNEL -STUDENT

Policy Council Review: First Reading : January 21, 2014
EMC Reviewed: February 4, 2014
Board Approved: March 18, 2014 BM # 23: 2013-2014

NAME: RESPECTFUL LEARNING AND WORKING ENVIRONMENT

PHILOSOPHY

Great Plains College is committed to creating and maintaining a safe, respectful, inclusive, productive and healthy learning and working environment that is free from harassment and discrimination.

PURPOSE

Great Plains College will take every reasonable step to create an environment that is free of harassment and discrimination and to take appropriate measures to stop occurrences when informed of the existence of such behavior.

SCOPE

The provisions of this policy apply to all students, staff, visitors, management and the Board of Governors.

This policy applies to behaviors that occur in the context of college related activities, whether or not the behavior occurs on or off college premises, during or outside formal working hours. College related activities are organized under the college's direction. Examples of activities that would not be college related could include: union/staff association meetings or a social event that is not organized by the college.

This policy shall be interpreted in such a way as to balance the rights of all members of the Great Plains College community to function in an environment that allows open discussion, with the right to function in an inclusive environment free from harassment and discrimination. It is not intended to detract from the rights and obligations of those who manage employees and students in accordance with collective agreements, college policies and procedures.

DEFINITIONS

Harassment as defined by the Occupational Health and Safety Act, is:

Any inappropriate conduct, comment, display, action or gesture by a person that:

- a) is either based on race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin; or
- b) adversely affects the worker's psychological or physical well-being and that the person knows or ought reasonably to know would cause a worker to be humiliated or intimidated; and constitutes a threat to the health or safety of the worker.

The Saskatchewan Occupational Health and Safety Act further clarifies that for behavior to create a negative psychological or physical state:

- repeated conduct, comments, displays, actions or gestures must be established, or

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- a single, serious occurrence of conduct, or a single, serious comment, display, action or gesture, that has a lasting, harmful effect on the worker, must be established.

Discrimination as described by the Canadian Human Rights Commission is:

- an action or decision that treats a person or a group negatively for reasons known as 'grounds of discrimination'.

The eleven grounds of discrimination, protected under the Canadian Human Rights Act, are: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, or a conviction for which a pardon has been granted or a record suspended.

College Community

Any person who provides a service for or receives a service from Great Plains College, or any person who interacts with the College in the context of its role as a public post-secondary institution.

Reasonable Person Standard

Those responsible for interpreting, administering and applying this policy will use a 'reasonable person' standard. This standard is used to determine whether a reasonable person in a similar position as the complainant would judge harassment or discrimination to have occurred.

POLICY

All members of the college community share responsibility for creating and maintaining a learning and working environment that is free from harassment and discrimination. This means that we all have a responsibility not to engage in, allow or condone behavior contrary to this policy. As well, we have the responsibility to take immediate and appropriate action to report or deal with incidents of harassment and discrimination of any type.

Great Plains College strongly supports education as the most proactive measure for achieving a learning and working environment that is inclusive and free from harassment and discrimination. This education will include, but not be limited to:

- Informing the college community of their rights and obligations;
- Training students, staff, management and the Board of Governors on:
 - their roles and responsibilities as it relates to creating and maintaining a healthy learning and working environment;
 - this policy and corresponding procedures for dealing with harassment or discrimination complaints;

Although our first goal is to prevent behaviors that are contrary to this policy, Great Plains College is committed to responding promptly and taking appropriate corrective action to deal with individuals who engage in harassing or discriminatory behaviors. Great Plains College's Harassment/Discrimination Complaint Procedures outline the process for submitting a complaint as well as the process that Great Plains College will use to address the complaint.



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The college also commits to protect students and employees, acting in good faith, from reprisal for trying to stop or prevent harassment and discrimination. All complaints will be held in the strictest confidence except where disclosure is necessary for investigation or corrective action or as required by law;

Representation

Any person involved in the complaint process may seek assistance, support or representation from another person of his/her choice such as a student advocate or an association/union representative.

False Claims

It is a violation of this policy for anyone to knowingly make a false complaint or to provide false information about a complaint.