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<b>Executive Responsibility:</b>	President & Vice-Chancellor	<b>Next Review:</b> Nov., 2013
<b>Administrative Responsibility:</b>	Human Rights Advisor	<b>Procedure:</b> <a href="#">21.03.001</a>

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STATEMENT:

It is the policy of Vancouver Island University and our responsibility under the [BC Human Rights Code](#), to provide an environment that is free of harassment and other forms of discrimination.

This Policy is based on the belief that Vancouver Island University, as an educational institution and as a workplace, has the following responsibilities:

- to educate members of the University about discrimination and its eradication;
- to prevent discrimination occurring at the University through diligent and proactive action; and
- to respond promptly and effectively to any complaints of discrimination.

The intention of the Policy is to prevent discrimination against any member of the University, due to race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, age, or an unrelated criminal conviction. Sexual harassment of individuals or groups is also discrimination, which is prohibited by law and by this policy. All members of the University are prohibited from engaging in discrimination.

It is recognized that academic freedom is an important value of the University. This policy will be interpreted in light of our commitment to this value.

Education and increased awareness are the keys to eliminating incidents of discrimination and harassment. The University shall develop and implement an educational program for all members of the University community.

The academic and administrative leadership is responsible for taking action to maintain a fair and equitable environment free of discrimination and harassment. All members of the University community are responsible for treating each other with respect and dignity.

A complaint resolution procedure, Human Rights – Education Initiative and Complaint Resolution (the “Procedure”) -- shall be maintained by the University for members of the University community to address allegations of human rights violations prohibited by the Policy and Procedure. It is the intent of the University that all complaints made to the University of

alleged violations of the Policy and/or Procedure be required to be addressed through two avenues only: the Procedures, and, when applicable, the Collective Agreements between the University and the unions. This does not prevent a member of the University from lodging an external complaint under the [B.C. Human Rights Code](#).

The following principles shall guide the University's response to allegations of violations of the Policy or Procedure:

- a. All members of the University community are required to comply with the Human Rights Policy and Procedure;
- b. The University will treat alleged violations of the Policy or Procedure promptly;
- c. A spirit of fairness to all parties will guide the proceedings;
- d. Adherence to confidentiality is required in accordance with the provisions of the Procedure and law; and
- e. Both complainants and respondents are entitled to a final resolution of allegations of violations of the Policy and/or Procedure.

The University considers discrimination and harassment to be a serious infringement of a person's human rights and University members found to be in violation of the Policy and Procedures may be subject to a range of corrective measures, up to and including expulsion or dismissal from the University. Decisions regarding violations of the Policy and Procedure are made under the Procedure or the Harassment section of the relevant Collective Agreement. Appeals of decisions made under the Procedure or the relevant Collective Agreement shall be in accordance with the provisions of the Procedure. Members of the University community subject to collective agreements who elect to use the grievance provision in their collective agreement do not have the right to a further appeal under the provisions of the Procedure.

There shall be established an advisor on discrimination and harassment (the "Advisor") and an Advisory Committee (the "Committee"). The Advisor, and Committee shall be responsible for developing and maintaining programs and Procedure that appropriately meet the goals of this policy, subject to approval by the President of the University.

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