



## Prevention of Harassment and Discrimination - Policy 240

### *Policy Statement*

The University is committed to providing an environment supportive of working, teaching, scholarship and research, and the fair treatment of all members of the University community. The basis for interaction among all members of the University is mutual respect, co-operation and understanding.

Harassment or discrimination, of any kind violates fundamental rights, personal worth and human dignity.

Members of the University Community are entitled to an atmosphere free of harassment and discrimination while pursuing University related activities.

The University considers harassment or discrimination to be a serious offence that is subject to a range of disciplinary measures up to and including dismissal or expulsion.

Appeals that arise under the Academic Appeals and Complaints, Code of Conduct, Computer Usage, Employee Appointments, Intellectual Property and Copyright, Integrity in Research and Scholarship, Library and Privacy policies are not heard under this policy.

### *Related Policy*

Dispute Resolution  
Sexual Violence and Misconduct Policy

### *Definitions*

Harassment, including bullying, involves any inappropriate conduct or comment by member of the University Community towards another member that is known, or reasonably ought to be known, to cause humiliation or intimidation, but excludes any reasonable action taken by someone in a position of authority relating to the management and direction of work or scholarship. Examples of conduct or comments that might constitute harassment or bullying include verbal aggression or insults, calling someone derogatory names, spreading malicious rumours or the inappropriate use of power or status that threatens another person's physical or emotional integrity

Discrimination is defined in the BC Human Rights Code and means any conduct or comment based on or motivated by a prohibited ground directed at an individual or a group, and which is known or ought reasonably to be known to be unwelcome, and

- detrimentally affects the work or academic environment; or
- leads to adverse job or academic-related consequences for the person harassed.

Harassment and discrimination does not include collegial disputes or disagreements regarding policy, practice or ideology.

Prohibited grounds means discrimination or harassment based on:

- Age
- Ancestry
- Colour



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- Family Status
- Marital Status
- Physical and Mental Disability
- Place of Origin
- Political Belief
- Race
- Religion
- Sex (including gender and pregnancy)
- Sexual orientation
- Unrelated criminal conviction

University means Pacific Coast University for Workplace Health Science, a corporation established under the Act.

University Community includes members of the Board of Governors, members of the Academic Council, members of the International Research Advisory Council, AFMs, students, employees, contractors and volunteers associated with the Pacific Coast University for Workplace Health Sciences.

*Procedures*

The University acknowledges its responsibility in providing all members of the University Community with access to information on harassment and discrimination policy and procedures.

This policy's complaint and appeal processes will comply with the principles and procedures set out in the Dispute Resolution Policy.

*Approvals and Responsibility*

Approved by: Board of Governors, March 27, 2012.  
Revised: June 18, 2014; October 15, 2023  
Responsibility: President

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