



Policy Number: S-133

Policy Name: Inclusion, Diversity, and Anti-Harassment Policy

Related Policies, Forms, and Procedures: Critical Incident Policy; Student Code of Conduct; Employee Code of Conduct; Complaints and Dispute Resolution Policy

Date Written or Last Modified: August 11, 2025

Date Approved By Management Team: August 12, 2025

Purpose of Policy

College for Arts and Technology is committed to creating and maintaining an inclusive, respectful, and equitable learning and working environment where all members of our community—students, staff, and faculty—are treated with dignity and fairness. This policy aims to prevent and address harassment, racism, and discrimination of any kind, and to promote diversity, equity, and inclusion in all aspects of college life.

Policy Statement

- 1. Zero Tolerance** – The College does not tolerate harassment, racism, or discrimination in any form, whether verbal, physical, written, online, or by implication. This applies to all members of the college community, both on and off campus, and in all forms of communication, including digital platforms.
- 2. Definition of Harassment** – Harassment is any unwelcome, disrespectful, or offensive behaviour—verbal, physical, or visual—that demeans, humiliates, or intimidates another person. This includes but is not limited to harassment based on race, ethnicity, gender, gender identity, sexual orientation, disability, religion, age, socioeconomic status, or any other protected characteristic.
- 3. Definition of Racism** – Racism is any action, whether intentional or unintentional, that marginalizes, excludes, or disadvantages individuals or groups based on race or ethnicity. This includes systemic racism, racial harassment, racial profiling, and microaggressions.
- 4. Sexual Harassment** – Sexual harassment is any unwelcome conduct of a sexual nature, including physical contact, sexual advances, requests for sexual favors, or suggestive or offensive comments, gestures, or images.
- 5. Inclusive Standard** – The standard for determining unacceptable behaviour is based on the perspective of the individual experiencing it. If any member of the college community

feels harassed, discriminated against, or excluded, the behaviour is deemed unacceptable and will be addressed.

Responsibilities

All Members of the College Community – Share responsibility for contributing to an inclusive and respectful environment, reporting concerns, and refraining from any behaviour that violates this policy.

Managers, Faculty, and Supervisors – Must lead by example, address inappropriate conduct immediately, and ensure that reports are handled promptly and confidentially.

Designated College Officials – Will investigate complaints, maintain confidentiality, and ensure fair and equitable resolution.

Reporting and Complaint Resolution

Concerns can be reported to the Student Services Office (for student complaints) or the Senior Director (for staff complaints). Reports will be addressed promptly under the College's Dispute Resolution Policy or other applicable procedures. Retaliation against any individual who makes a good-faith complaint or participates in an investigation is strictly prohibited.

Consequences of Policy Violations

Violations of this policy may result in disciplinary measures, up to and including suspension, expulsion, or termination of employment, depending on the severity and nature of the behaviour.

Related Resources

British Columbia Human Rights Code –

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96210_01

Canadian Human Rights Act – <https://laws-lois.justice.gc.ca/eng/acts/h-6/>

BC Office of the Human Rights Commissioner – Hate & Discrimination Resources –

<https://bchumanrights.ca/hate-and-discrimination/>

WorkSafeBC – Bullying & Harassment Resources –

<https://www.worksafebc.com/en/health-safety/hazards-exposures/bullying-harassment>