

Harassment Policy			
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Objectives

LaSalle College Vancouver (“LCV”) believes that every individual has the right to preserve his or her dignity, honour and reputation. Consequently, it considers bullying and harassment a violation of the fundamental human rights of the individual, condemns it, and is committed to taking steps to ensure that all of its employees have access to bullying and harassment-free study and work environments.

No forms of bullying and harassment are tolerated within the LCV academic community and LCV upholds, as a matter of normal business practice, the freedom from bullying and harassment provisions of applicable laws in British Columbia, including the *Workers’ Compensation Act* (British Columbia).

LCV takes the following measures to prevent and stop bullying and harassment:

- Maintaining, through a series of policies and procedures, a professional academic environment that fosters respect amongst colleagues and ensures that all individuals are treated with dignity;
- Informing the academic community, in orientation sessions and handbooks, about what constitutes bullying and harassment in order to prevent any incidents;
- Providing support for individuals who believe they have been bullied and harassed by implementing, through the present policy, an accessible and effective complaint-handling procedure that permits any alleged victims to report incidents with the utmost confidentiality and without fear of retaliation;
- Imposing sanctions for transgressive behavior and applying corrective measures that are aimed at rectifying the situation and putting an end to any bullying and harassment.

The organization does not tolerate harassment, including bullying, or any form of violence on its premises. These behaviors are unacceptable and violate the right to dignity and respect for individuals.

Scope

This policy applies to all persons employed by LaSalle College Vancouver (or “the institution”), regardless of their title henceforth referred to collectively as “employees” or individually as an “employee”).

Exclusions

There are no exclusions to this policy.

Definitions

Harassment: Defined as any unwelcome advances or requests for sexual favors, inappropriate comments, jokes with dubious character, intimidation, bullying or unwanted physical contact, creating a hostile, intimidating or offensive work environment.

Bullying: Persistent, offensive, abusive, intimidating or insulting behaviour or unfair actions directed at another individual, causing the recipient to feel threatened, abused, humiliated or vulnerable.

Provisions

LCV shall comply with all applicable laws and shall take all reasonable measures to prevent bullying and harassment and to stop it when it is brought to its attention.

Violence and any form of bullying and harassment taking place on any LCV premises will not be tolerated and, to the extent there is an allegation of criminal activity, LCV will report the incident to the police directly, cooperate fully with legal authorities, and offer counselling to the alleged victim.

Consequences of non-compliance

Violating this policy may lead to disciplinary measures, ranging from a simple warning to termination of employment.