

Creating a Learning / Work Environment Free from Harassment and Discrimination

If you think you might be experiencing Harassment or Discrimination...

1. Don't ignore the situation or hope it will go away.
2. If you can, tell the person clearly (verbally or in writing) what behaviour(s) you object to and ask them to stop.
3. Document what is happening (date, time, offending behaviour, any witnesses, impact on you).
4. Talk to someone you trust (TA, supervisor, professor, Equity and Human Rights Office, friend or family member, etc.).
5. Your options under the policy include informal resolution, alternative dispute resolution and formal investigation.
6. There may also be other options like filing a grievance, calling Security/Police, or going to the BC Human Rights Tribunal.

If you want to avoid being accused of Harassment...

1. Reflect critically on your behaviour. Think about your comments/behaviour towards others and your humour. Could anyone find it offensive? How would

If someone accuses you of Harassment or Discrimination...

1. You might feel defensive and even angry to start. Do your best to remain open to what the person has to say. Listen carefully and try to understand the situation from the other person's point of view.
2. Understand that even though you may not have intended to offend anyone, your actions may have had that impact.
3. If you are genuinely sorry, look for a way to apologize (respecting any existing limitations on contact with the complainant).
4. Listening is key. Listen. Listen some more.
5. Respect what the complainant is saying. Work to change any behaviour that