

The university is committed to "

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## 1. University of Victoria Discrimination and Harassment (Policy GV0205)

**Discrimination** is adverse differential treatment of a person or group of persons on the basis of a Prohibited Ground of Discrimination, as set out in the British Columbia Human Rights Code, that has the effect or purpose of unreasonably interfering with that person's or group's employment or educational status or performance or of creating a hostile or intimidating work or educational environment. Discrimination includes adverse effect or systemic discrimination which consists of entrenched and institutionalized practices, systems, and structures that operate to limit a group's or an individual's rights to opportunities or to exclude a group or an individual from participation on the basis of any Prohibited Ground of Discrimination.

**Prohibited Grounds of Discrimination** includes adverse race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex (including gender identity), sexual orientation, age or conviction for a criminal offence that is unrelated to the employment or intended employment.

**Harassment** is any behaviour that satisfies one or more of the following definitions of Harassment:

**Harassment Based on a Prohibited Ground of Discrimination** is behaviour directed towards another person that **a)** is abusive or demeaning; and **b)** includes a direct or indirect reference to a Prohibited Ground of Discrimination; or **c)** would be viewed by a reasonable person experiencing the behaviour as an interfering with that person's participation in a university-related activity or creating an intimidating, humiliating or hostile environment.

**Sexual Harassment** is behaviour of a sexual nature **a)** by a person who knows or ought reasonably to know that the behaviour is unwanted or unwelcome; **b)** leads to or implies job or academically related consequences for the person harassed; or **c)** would be viewed by a reasonable person experiencing the behaviour as an interfering with that person's participation

in a university-related activity or creating an intimidating, humiliating or hostile environment.

**Personal Harassment** is behaviour directed towards members of the University Community that would be characterized by a reasonable person as **a)** abusive and demeaning; **b)** threatening or intimidating; or **c)** either interfering with the targeted person's participation in a university-related activity or creating an intimidating, humiliating or hostile environment. In addition, Personal Harassment must either abuse the power one person holds over another or misuse authority or constitute a pattern of mistreatment. In addition, Personal Harassment must either abuse the power one person holds over another or misuse authority or constitute a pattern of mistreatment. **Personal Harassment is not a)** interpersonal conflict or disagreement; **b)** the use of appropriate evaluation or discipline; or **c)** action where the harm by any objective standard is fleeting.

## 2. WorkSafeBC

**Workplace Bullying and Harassment** includes any inappropriate conduct or comment towards