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| POLICY NUMBER | O-5.10 |
| APPROVAL DATE | February 13, 2014 |
| APPROVAL BODY | Board of Governors |
| REPLACES (IF APPLICABLE) | N/A |
| LAST UPDATE OR AMENDMENT OR REVIEW DATE | February 3, 2022 April 11, 2022 |
| NEXT REVIEW DATE | 2026 |
| HOLDER | Executive Director, Human Resources |
| RESPONSIBLE OPERATIONAL LEADER | Executive Director, Human Resources |
| SUPPORTING DOCUMENTS | O-5.10.1 Procedures for Reporting, Resolving |

2. **Respectful Workplace** - A respectful workplace is characterized by:
 - a) Polite behaviour – courteous and considerate behaviour toward others;
 - b) Inclusion of other people with different backgrounds, cultures, strengths, and opinions;
 - i. Inclusion for the purposes of this policy means welcoming people with diverse backgrounds, cultures, strengths, and opinions into the workplace.
 - ii. Behaviours include but are not limited to: working to understand cultural differences, working constructively with employees accommodated as a result of the employer's duty to accommodate, and valuing other's differing styles and contributions.
 - c) Freedom from disrespectful, discriminating, bullying and harassing behaviour;
 - d)

not, on the basis of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age, or unrelated criminal conviction. Discrimination of this nature imposes burdens or obligations on an individual or group that serves no legitimate work-related function.

b) Discriminatory Harassment

Discriminatory harassment is a form of discrimination where abusive, unfair, offensive, or demeaning treatment of a person or group of persons under any of these categories has taken place, and:

- i. Has the effect of interfering with an individual's work or participation in work-related activities; or
- ii. Creates an intimidating, hostile t a(id (t)-3 (i6 (a61.533 -1.1dy /MCIDe)-3 (s)5De)-)6ion



PRINCIPLES

1. Camosun College is committed to:
 - a) ensuring that all individuals are treated with dignity and respect, free from discrimination, harassment and bullying;
 - b) aligning Respectful Workplace policy and procedures with its commitment to equity, diversity and inclusion;
 - c) ensuring that all individuals are supported in managing workplace differences; and
 - d)

