

Board Policy Title	Harassment & Discrimination
Approved by	Board of Trustees
Contact/Committee	Governance Committee
Revised	November 22, 2023
Frequency of Review	Annual

Policy Background

This policy was created and approved by the Employee Relations Committee and approved by the Board of Trustees during the 2019–2020 academic year.

Policy Purpose

The Board of Trustees of Brescia University College (“Brescia”) is committed to ensuring a positive and safe working, volunteering, and learning environment for each member of the Brescia community in accordance with all relevant and applicable legislation, including, but not limited to the Ontario *Human Rights Code* and the Ontario *Occupational Health and Safety Act*. For further clarity, any discrimination or harassment (including sexual harassment) which is contrary to the Ontario *Human Rights Code* and/or the Ontario *Occupational Health and Safety Act* is prohibited within the Brescia community.

Policy Statement

The Board of Trustees is committed to fostering a community at Brescia where employees can work effectively, students can learn and grow, Trustees can govern, and volunteers can participate.

In promoting those goals, the Board of Trustees is committed to a Brescia community which:

- Fosters respect for the dignity, worth, and well-being of all members of the Brescia community;
- Provides an opportunity for all individuals to develop to their full potential;
- Is conducive to the pursuit of Excellence;
- Supports Brescia’s vision, mission, and values;
- Provides ongoing education and awareness of the issues of discrimination and harassment.

In delegating authority to the President of Brescia for the development, review and implementation of operational procedures to promote an environment at Brescia free of discrimination and harassment, the Board of Trustees requires that the operational policies and procedures establish that discrimination and harassment (including sexual harassment) will not be tolerated within the Brescia community.

Related Policy References:

Board of Trustees

5. Code of Conduct

- Prevention of Harassment & Discrimination Operational Policy
- Procedures relating to the Prevention of Harassment & Discrimination Operational Policy

Required Approvals:

Governance Committee

Board of Trustees