

4-009 - Respectful College Community

MOTION: 2003-73

DATE APPROVED: November 27, 2003

SUPERSEDES: Policy No. 4000-5-6, Motion 2003-14

REVIEWED: April 7, 2022 Motion # 2022-15

POLICY NO: 4-009

The Lambton College Board of Governors is committed to ensuring a college environment that is free of discrimination and harassment as defined by the Ontario Human Rights Code (OHRC) and the Occupational Health and Safety Act (OHSA).

The President will establish a Respectful College Community operational policy and associated procedures in accordance with the following principles and parameters consistent with the provisions of the OHRC, and the OHSA:

Policy applies to:

- employees;
- students;
- members of the Board of Governors and affiliated Boards;
- members of committees established by the College;
- contractors such as those undertaking construction, provision of service or research;
- clients;
- visitors, and guests, and volunteers.

- 1.2 This policy governs all conduct, including but not limited to, on-campus conduct, off-campus conduct and internet-based conduct that engages the College's duty to provide a safe and harassment-free College community.
- 1.3 Each member of the College community is required to behave in a safe and respectful manner that contributes to a college community free of harassment, bullying and discrimination and an environment of understanding and mutual respect for the dignity and rights of each person.
- 1.4 Each member of the College community is responsible for being familiar with the Respectful College Community Policy ("Policy"), all other policies and procedures on discrimination, harassment and bullying and complying with the provisions of this and all other related policies and procedures, including the confidentiality obligations and participation in any procedures addressed under this Policy.
- 1.5 The College will consider all complaints of discrimination and harassment, whether they are made informally or formally to ensure that they are investigated quickly, confidentially, and consistently with the principal of procedural fairness.
- 1.6 The College is committed to an ongoing program of information and education concerning harassment, bullying and discrimination. Lambton College will ensure that managers and others in authority will be made aware of their responsibilities and rights under this Policy in creating and maintaining an environment free from bullying, harassment, and discrimination.