

<b>Title</b>	Respectful Learning and Working Environment
<b>Policy Number</b>	410
<b>Policy Category</b>	D
<b>Approving Body</b>	Board of Governors
<b>Approval Date</b>	October 27, 1994
<b>Date Last Revised</b>	May 25, 2017; May 24, 2018
<b>Next Review Due</b>	May 2023

### Section 1: Purpose

- (1.1) This Policy establishes the principles and the standards of conduct expected of all members of the College community to foster a respectful learning and working environment free from discrimination, harassment, bullying and violence, including sexual violence and misconduct.

### Section 2: Definitions

- (2.1) In this Policy:  
**“Board”** means the Langara College Board of Governors.  
**“College”** means Langara College.  
**“member of the College community”** means any individual who works, studies or utilizes College services or facilities, including both physical locations and virtual spaces.

### Section 3: Scope

- (3.1) This Policy applies to all members of the College community and to all aspects of the College’s campus environment.

### Section 4: Policy Statements

- (4.1) The College is committed to the principle that all members of the College community have the right to learn and work in a respectful environment free from harmful behaviours, including discrimination, harassment, bullying and violence, including sexual violence and misconduct.
- (4.2) The College strives to provide a campus environment which promotes respectful and inclusive behaviour. Discrimination, harassment, bullying or violence, including sexual violence and misconduct, will not be tolerated.
- (4.3) The College will maintain policies and mechanisms for the resolution of concerns about disrespectful behaviour and will support a respectful environment through education and training.
- (4.4) The College recognizes and appreciates the cultural diversity of the College community and promotes fair and equitable access to College services and facilities.
- (4.5) Members of the College community are expected to engage in conduct that supports and maintains a respectful learning and work environment.



- (4.6) The College is committed to ensuring compliance with all applicable regulatory requirements.

**Section 5: Review Date**

- (5.1) A review of this Policy should be completed no later than every five years.

