

Title	Human Rights
Number	B3008
Category	Administration

1. PURPOSE

To foster an environment in which all Langara College employees and students feel welcome and have the opportunity to full, free, and fair participation in the academic, social, political, and cultural life of the College. Accordingly, the College will promote a climate of understanding, equity, inclusion, and respect for diversity in all College-related activities and decisions.

In fulfilling this commitment, this policy also serves to specifically prevent discrimination and harassment, as defined below, as well as to provide a means of resolution and redress for employees and students who are subject to discrimination and harassment.

2. DEFINITIONS

College-related activity – any activity occurring on College grounds or as part of an educational program or administrative action including online or distance education, practicum, field education, off-site training or work-terms required by a program of study at Langara, or College-endorsed activities and events.

Discrimination – intentional or unintentional differential treatment based on a ground contained in the *BC Human Rights Code* or Section 3.1 of this Policy that creates a disadvantage, for which there is no bona fide justification.

Diversity – refers to a broad range of human differences including, but not limited to, ethnicity, race, gender, gender identity, sexual orientation, socio-economic position, ability, religion, and national origin. Recognizing, respecting, and promoting diversity supports the acceptance, work, and goals of all members of the Langara community.

Employee – an individual employed and paid by the College.

Equity – exists when responsibilities, resources, and opportunities are distributed fairly and justly among all group members and are done so in a manner that resolves historical and current disadvantages for under-represented and marginalized groups.

Harassment – any conduct or comment based on or motivated by any of the prohibited grounds identified in the *BC Human Rights Code* directed at an individual or a group, and which is known or ought reasonably to be known to be unwelcome, and detrimentally affects the work or academic environment or leads to adverse job or academic-related consequences for the person harassed. Harassment does not include collegial disputes or disagreements regarding policy, practice, or ideology.

Inclusion – exists when all community members are recognized, respected, and welcomed, as well as enabled to freely engage in the community's activities.

When inclusion exists, community members feel that they belong and have value, which, in turn, empowers them to perform at their best.

Student – an individual who is registered in a course or program at the College or who was registered in a course or program at the time the alleged incident(s) or event(s) occurred.

3. POLICY

General

3.1 Every employee, student, applicant, or visitor of the College community has the right to work and study under conditions that are free of discrimination and harassment, and the right to the equitable protection and benefit of all College policies and practices without encountering discrimination based on any of the prohibited grounds listed in the *BC Human Rights Code*, which include:

- race
- colour
- ancestry
- place of origin
- political belief
- religion
- marital status
- family status
- physical disability
- mental disability
- sex
- gender identity or expression
- sexual orientation

3.2 Discrimination on any of the grounds listed above is prohibited in any College-related activity. As a form of discrimination, harassment based on any of the grounds enumerated above is prohibited.

3.3 This policy will not be applied in such a way as to detract from the rights of employees and students to engage in frank discussion about controversial issues. Moreover, this policy is not meant to limit discussion or prohibit instructional techniques or course content that prevents or advocates controversial positions, provided that these activities are conducted in a respectful and non-coercive manner.

3.4 Any Langara College employee or student who is found to have made a vexatious complaint or complaint in bad faith may be subject to a range of action and/or penalties, similar to those taken when a respondent is found to have discriminated or harassed.

Scope

3.5 This policy applies to all Langara activities whether on College property or off College property in connection with an event or activity sponsored by or under the auspices of the College. The policy serves to safeguard all Langara College employees and students, and provides a mechanism to voice concerns and pursue resolution to incidents of discrimination or harassment that may arise.

Accountabilities

- 3.6 The following accountabilities are established in order to ensure that all Langara College employees and students understand their part in maintaining a climate of equity, fairness, and inclusion and prevent discrimination and harassment in College practices. It also serves to ensure that they feel safe to voice concerns.
- a) Langara College employees and students are obliged to engage in fair, equitable, and inclusive conduct toward others at all times. Employees and students may be subject to remedial or disciplinary action if they breach the standards established in this policy.
 - b) Langara College employees and students with concerns about discriminatory treatment are strongly encouraged to voice their concerns with the party(ies) involved, per the standards defined in this policy, or seek assistance to find a way to resolve their concern. Resolution of concerns is a key part of maintaining an equitable, fair, and inclusive climate at Langara.
 - c) Langara College employees and students who are confronted about their conduct are expected to listen to the concerns of others and respond in ways that build understanding and remedy any negative impact that may have arisen.
 - d) Leaders are obliged to set an example of equitable, fair, and inclusive conduct for the community and be prepared to respond to potential breaches of this policy, whether directly observed or in response to the voicing of a concern by community members.
 - e) People and Culture staff are expected to support and promote understanding and appropriate practices related to Human Rights by educating, coaching, and advising employees on respectful behaviors and resources within the College community.

4. RESPONSIBILITY

For inquiries relating to this policy, contact the Vice-President, People and Culture.

5. REGULATIONS/PROCEDURES

Human Rights Policy and Respectful Workplace Policy Complaint Procedures
Langara Faculty Association (LFA) – collective agreement
Langara College Canadian Union of Public Employees (CUPE 15) – collective agreement
Langara College British Columbia Nurses Union (BCNU) – collective agreement

History/Revision	
Origination Date	November 5, 2002
Amendment Date(s)	October 19, 2021 January 24, 2006
Next Review Date	October 19, 2024