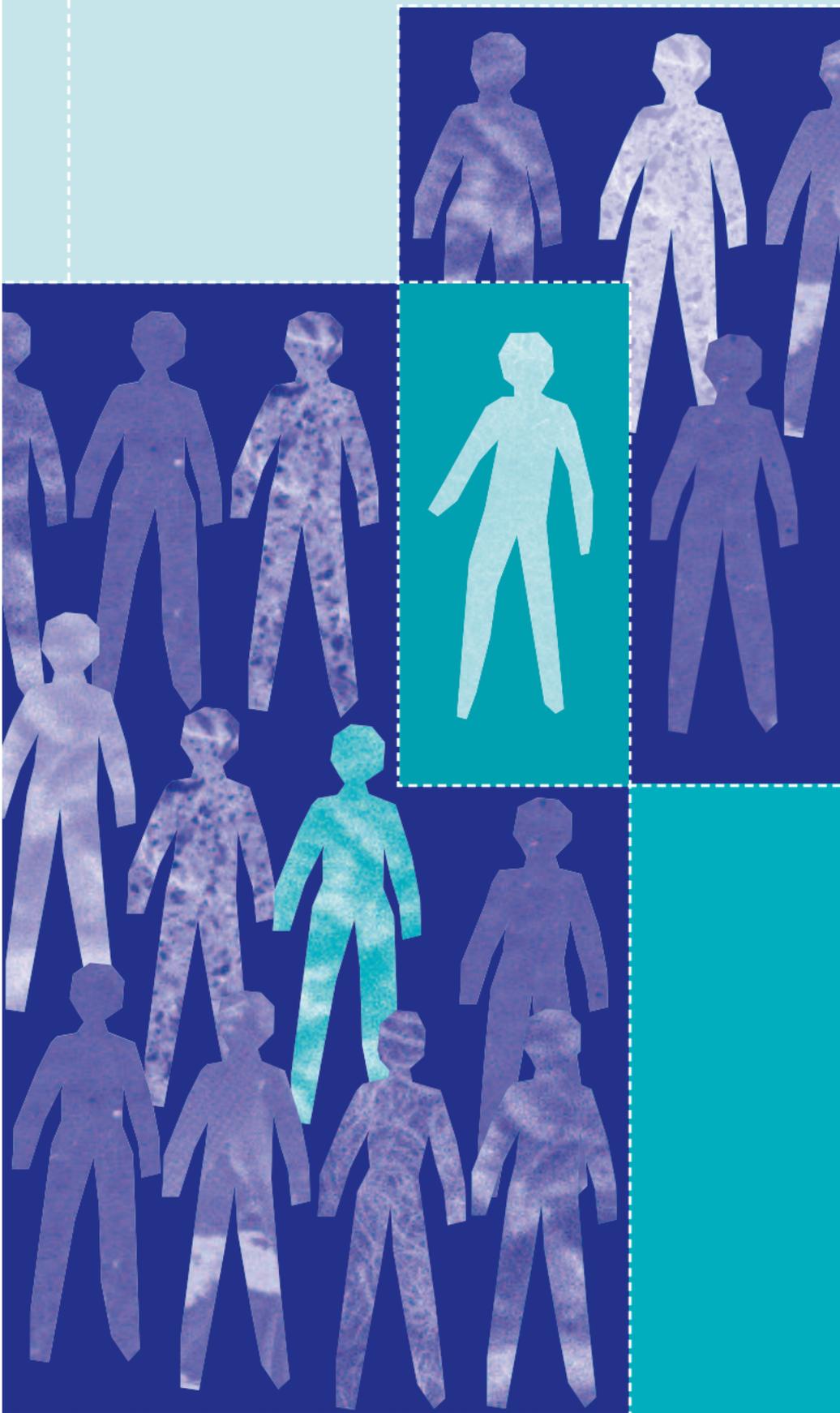
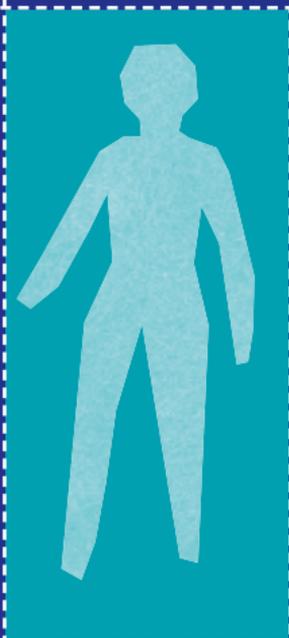


# Discrimination and Harassment Awareness:

## Creating a Harassment-Free Campus



**The University of British Columbia is committed to providing a discrimination and harassment free community for its students, staff and faculty.**



**Discrimination and harassment is an affront to personal dignity, and when this happens, we are ALL affected. Building and maintaining a respectful campus is something in which we can all participate, and something from which we all stand to benefit.**

# What is Discrimination?

Discrimination occurs when individuals or groups are treated unfairly because of some actual or perceived personal characteristic, such as race, religion or sexual orientation. This unfair treatment may come in the form of a denied opportunity, exclusion or isolation, and is usually fuelled by prejudice, ignorance or fear of people who are “different”.

The BC Human Rights Code identifies 13 personal characteristics, which are protected grounds against discrimination and harassment. These include...

age	ancestry	colour	family status
marital status	physical or mental disability		
place of origin	political belief	race	
religion	sex	sexual orientation	
unrelated criminal conviction			

Discrimination in employment, housing, and service (including education) on any of these 13 grounds is illegal in British Columbia and violates UBC’s Policy on Discrimination and Harassment (Policy #3).

## Examples of Discrimination

- Denying appropriate accommodations to persons with medically certified disabilities
- Refusing the same benefits to same-sex partners and their children that are granted to opposite-sex partners and their children
- Denying promotions to women because the employer believes women are not committed to their careers
- Evaluating students negatively because the instructor disapproves of their political, religious or cultural beliefs

# What is Harassment?

Harassment, a form of discrimination, is unwelcome comment or behaviour that humiliates, intimidates, excludes or isolates an individual or group based on one of the 13 grounds of prohibited discrimination. It adversely impacts an individual or group and has negative job or study consequences.

Harassment can be a single, serious incident or a series of related, repeated incidents. It can range from written or spoken comments to physical or sexual assault. It may be accompanied by threats or promises regarding work or study opportunities and conditions. Harassment often involves an abuse of power.

Harassment is determined in law by the *impact* of the behaviour on the person being harassed, rather than the *intent* of the harasser.

## Examples of Harassment

- Making repeated suggestive or derogatory comments, jokes, or gestures about someone's race, gender, place of origin, age, religion etc.
- Unwelcome staring, or advances, or persistent, unwanted contact such as stalking after the end of a consensual relationship
- Displaying or distributing racist, sexist or homophobic graffiti, cartoons, posters, email, screen-savers, etc.
- Ridiculing a person's accent or speech impediment

## Impact and Consequences

The impact of harassment on both harassers and harassed persons can be severe. It can harm them physically, emotionally, economically, and socially. It can affect careers and academic performance.

Engaging in harassing behaviours can result in disciplinary action. This action may include, but is not limited to, reprimand, relocation, suspension, expulsion and dismissal.

# UBC's Policy on Discrimination and Harassment

The UBC Policy on Discrimination and Harassment outlines rights and responsibilities for all UBC students, staff and faculty — based on the 13 protected grounds of human rights.

The Policy offers both informal and formal procedures for handling complaints. Wherever possible, complaints are managed using the informal procedures. Equity Advisors are advocates for the Policy; they do not act as advocates for either the complainant or the respondent.

Harassing, unfair or threatening behaviours that do not involve any of the thirteen grounds of prohibited discrimination are not covered by the UBC Policy on Discrimination and Harassment. Such behaviours, including personal harassment and bullying, should be addressed with a manager, dean, shop steward, employee association representative, AMS, GSS or Student Union representative, or Human Resources. Although these concerns do not fall under the Policy, the Equity Office provides information about available resources.

## How to Reach Us

If you have questions or concerns about discrimination, harassment or other equity issues, please contact us.

### **THE EQUITY OFFICE**

University of British Columbia — Vancouver  
Room 2306 Brock Hall  
1874 East Mall  
Vancouver, BC V6T 1Z1  
Tel: 604-822-6353  
Fax: 604-822-3260  
Web: [www.equity.ubc.ca](http://www.equity.ubc.ca)  
Email: [equity@equity.ubc.ca](mailto:equity@equity.ubc.ca)

### **HUMAN RIGHTS & EQUITY SERVICES (HES)**

University of British Columbia — Okanagan  
3333 University Way, SSC 119F  
Kelowna, BC V1V 1V7  
Tel: 250-807-9291  
Web: [www.ubc.ca/okanagan/hes](http://www.ubc.ca/okanagan/hes)

## Other Resources

### VANCOUVER

Access & Diversity:	604-822-5844
(TTY)	604-822-8940
Campus Security:	604-822-8609
(Emergency)	604-822-2222
Counselling Services:	604-822-3811
Employee and Family Assistance Program (Interlock):	604-431-8200
Fire / Police /Ambulance Emergency:	911
First Nations House of Learning:	604-822-8940
International Student Services:	604-822-5021
Personal Security Coordinator:	604-822-6210
RCMP University Detachment:	604-224-1322
UBC Safewalk:	604-822-5355

### OKANAGAN

#### UBC Okanagan

Aboriginal Services	250-807-9195
Health & Wellness	250-807-9271
Counselling (students)	250-807-9261
Disability Resources	250-807-9263
Housing	250-807-8050
International Services	250-807-9276
Student Pride Centre	queerpeers@gmail.com
Safety & Environmental	250-807-8621
Campus Security & Emergency	250-807-8111

#### Kelowna Community Resources

Elizabeth Fry Society	250-763-4613
<a href="http://www.elizabethfry.ca">http://www.elizabethfry.ca</a>	
Ki-Low-Na Friendship Society	250-763-4905
<a href="http://www.kfs.bc.ca/">http://www.kfs.bc.ca/</a>	
Okanagan Rainbow Coalition	250-860-8555
People in Motion	250-861-3302
RCMP Hate Crime Unit	250-470-6317
Women's Resource Centre	250-762-2355

## If You're Being Harassed ...

### **DON'T PRETEND THAT IT ISN'T HAPPENING**

Harassment is unlikely to go away if you ignore it. In fact, harassing behaviour may escalate when harassers feel that they can get away with it.

**SEEK ADVICE** Talk to people who will listen carefully and offer constructive support. Speak with your supervisor, Administrative Head, or call the Equity Office or HES for information and advice.

If you believe you or others are in physical danger, immediately contact the Equity Office, HES, Campus Security or the police.

**TAKE ACTION** The most effective way to stop harassment is to confront it immediately and directly. If it is safe to do so, clearly and firmly tell the person who is harassing you to stop. Describe the impact of the harassment, and the way you expect to be treated.

If you find that speaking to the harasser does not stop the behaviour or if you do not want to communicate directly with the person, approach the Equity Office, HES, or the Administrative Head of your unit for assistance.

**KEEP RECORDS** Do not rely on your memory. Carefully record the details of the harassment as soon as it occurs. Record any attempts to tell the person that the behaviour is unwelcome. Keep all letters, gifts, emails, answering machine messages, etc., that you receive.



## If You're Accused of Harassment ...

### TAKE THE ACCUSATION SERIOUSLY

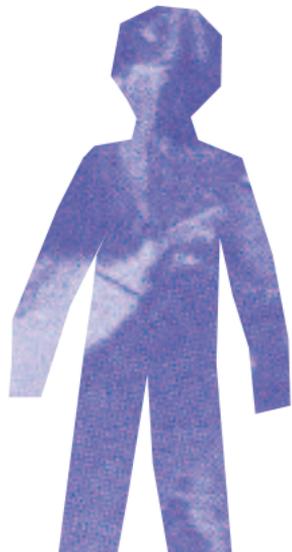
If someone complains to you that your actions or comments are unwanted, offensive or harassing, listen closely. Remember that people with different values or backgrounds may experience your behaviour as humiliating, threatening, or insulting, when you may intend to be funny or harmless. Remember also that your body language and tone of voice significantly contribute to the impact of your words and actions.

If you believe the complaint is fair, you may want to apologize for the discomfort or offense you caused.

**AVOID RETALIATION** Don't act in ways that could be seen as "getting back" at the complainant. Avoid any behaviours that could embarrass or intimidate the person you have allegedly harassed.

### REVIEW YOUR RIGHTS AND SEEK ADVICE

Contact the Equity Office or HES for information and advice. You may also wish to seek support and assistance from your manager, dean, shop steward, employee association representative or your student union representative. Read the UBC Policy on Discrimination and Harassment to learn about the rights and responsibilities of complainants and respondents, as well as the informal and formal procedures for complaint resolution.

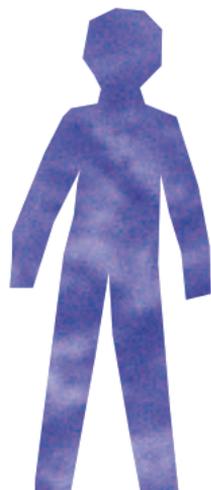


## Ways To Help Prevent Harassment

Everyone can contribute to the work and study environment at UBC by showing respect for other people.

You can help by

- Objecting to harassment when you see or experience it. Don't ignore or condone harassing behaviour in others
- Accepting that **NO** means **NO**. Persistent unwelcome romantic or sexual advances can constitute harassment
- Refusing to go along with harassment masked as humour or academic debate
- Choosing not to share jokes or make comments of a discriminatory nature
- Ensuring that your behaviour is welcome. Ask for clarification if it appears that your actions are not wanted
- Encouraging diversity and inclusivity in work and study environments
- Being aware that cultures different from your own may interpret actions differently than you do
- Being mindful of power differentials, particularly when power is used to enhance intimidation or vulnerability
- Offering support and resources to anyone experiencing harassment



## What are the Equity Office and HES?

UBC's Equity Office and HES work to prevent discrimination and harassment on campus. We provide informal and formal procedures for handling complaints, offer education on a wide range of human rights and diversity issues and coordinate UBC's employment and educational equity programs.

If you are a UBC student, staff or faculty member who is experiencing discrimination and harassment on campus or who is accused of engaging in it, you can turn to our Equity Advisors for assistance. We are here to listen, help you assess your situation and evaluate possible solutions.

The UBC community speaks many languages. We encourage students, staff, and faculty requiring English translation assistance to bring translators with them when visiting Equity Advisors.

### Confidentiality

The Equity Office and HES believe that individuals must be able to discuss their concerns in a safe and private environment. We endeavor to respect confidentiality and to seek your consent before acting on information that you provide to us.

