



2017-12-14

No. BOG-HR-01

Title: Policy to Stem Violence, Discrimination, Harassment and the Abuse of Power

CLASSIFICATION: HUMAN RESOURCES
FIRST ADOPTED: June 9, 2008 – BOG 430.6.4
AMENDED: October 27, 2014 – BOG 470.5.1, February 22, 2017 – BOG 485.6.9

Preamble

This policy has been developed in light of the College's Mission Statement, the Human Resource Management Policy, the Quebec Charter of Human Rights and Freedoms (CQLR, ch. C-12) and the Act Respecting Labour Standards (CQLR, ch. N-1.1). Dawson College recognizes that all its employees and students are entitled to a respectful and harmonious work and/or study environment free from violence, discrimination, all forms of harassment, and the abuse of power, where respect of the individual's dignity, physical and psychological integrity are safeguarded. To this end, Dawson College will take all reasonable measures to prevent incidents of violence, discrimination, harassment and the abuse of power, and, when informed of such incidents whether informally or formally in writing, will intervene to address them.

Article 1 Objectives

- 1.01 While it is understood that it is impossible to guarantee the absence of violence, discrimination, harassment or the abuse of power in any environment, this policy is intended first, to promote understanding and prevention, and, second, to provide a means of addressing these types of incidents should they occur.
- 1.02 To this end, the College will establish a committee to promote education and the prevention of incidents of violence, discrimination, harassment and the abuse of power.

Article 2 Scope

- 2.01 The provisions of this policy apply to all students, unionized and non-unionized employees, management personnel, as well as the members of the Board of Governors of Dawson College while in the performance of their work or studies, regardless of the physical location in which they are called upon to complete said work or studies.
- 2.02 This policy incorporates and replaces the Sexual Harassment Policy adopted by the Board of Governors in December 1990 and any amendments thereto.
- 2.03 This policy respects the principles outlined in the various collective agreements of unionized personnel of the College as they relate to non-discrimination, sexual harassment, psychological harassment, violence and equal access to employment opportunities. Actions of a disciplinary nature resulting from a complaint lodged under this policy would be subject to the disciplinary measures and grievance procedures

established by the applicable collective agreement, the Student Code of Conduct or the Policy for Management Personnel.

- 2.04 The College strongly urges anyone who believes that he/she has been the victim of violence, discrimination, harassment or abuse of power to seek out a trusted individual to act in the role of confidant.

Article 3 Definitions

- 3.01 **Abuse of power:** Inappropriate and or illegitimate use of authority, as conferred by hierarchical position, which takes the form of acts, threats, or insinuations which compromise an employee's ability to perform his/her work or a student's ability to complete his/her studies. This includes, bu

Article 4 Roles and Responsibilities

- 4.01 Employees and students are responsible for conducting themselves in a manner that is respectful of others and thereby contributes to an environment free of violence, discrimination, harassment and the abuse of power.
- 4.02 The Director of Human Resources (DHR) is responsible for establishing the admissibility of complaints directed against an employee of the College.
- 4.03 The Director of Student Services (DSS) is responsible for establishing the admissibility of complaints directed against a student of the College.
- 4.04 All managers are responsible, within their departments or services, for prevention measures and the application of this policy and all related policies and procedures.
- 4.05 With respect to the application of this policy, the Human Resources Department will provide any training or required assistance to those who manage or supervise employees, as well as to members of the Committee established by the policy. To this end, the Human Resources Department will oversee the development of policies, procedures and resou12 792 rees40912 0 şupen2 792 re2 4Cible4t05

The College's student activities counsellor for health services (nurse).

Article 5 Principles of an Intervention

- 5.01 Dawson College will conduct all interventions thoroughly with diligence, impartiality and integrity. All parties involved will be treated with respect and fairness. Dawson College ensures that anyone who, in good faith, requests an intervention will not be subject to penalties of any kind.
- 5.02 Anyone filing a complaint or being accused under this policy

A less formal approach be undertaken to resolve the situation; or,
The employee or the student files a formal written complaint requesting the College's intervention.

6.05

