

**RESPECTFUL AND INCLUSIVE ENVIRONMENT**

Policy Name: Respectful and Inclusive Environment	Responsible Owner: Associate Vice President, Human Resources	Created: 2010 Apr
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- C. DEFINITIONS
- D. POLICY STATEMENTS
- E. PROCEDURES
- F. SUPPORTING FORMS, DOCUMENTS, WEBSITES, RELATED POLICIES
- G. RELATED ACTS AND REGULATIONS
- H. RELATED COLLECTIVE AGREEMENTS

A. PURPOSE

Douglas College (the College) strives to provide all members of the College Community with a working, learning and living environment that is respectful, inclusive, welcoming, courteous and free from disrespectful or inappropriate behaviour. This policy articulates the shared responsibility of all members of the College Community to uphold and behave in a manner consistent with these commitments

B. SCOPE

This policy applies to all members of the College Community while performing College duties or engaging in College-related activities. It does not apply to members of the College Community who are on strike or peaceful protest; nor is it intended to impede members of the College Community in their free pursuit of scholarly knowledge or use of instructional techniques, exploration of course

frank discussion of topics that may be controversial, provided that such pursuits, techniques, activities and/or discussions are conducted in a manner that is civil and respectful

This policy is designed to complement and not conflict with the College's collective agreements. If there is any inconsistency between this policy and a collective agreement, the applicable collective agreement provision(s) will prevail to the extent of the inconsistency.

Application of Other College Policies

Conduct that violates this policy may also violate other

Student: A person enrolled in studies at the College in credit or credit courses.

Student Housing: On-campus living accommodation operated by Douglas College.

#### D. POLICY STATEMENTS

1.

College; however, under certain circumstances the College may be able to take other action, such as revoking a person's access to College Property or College-related Events or Activities.

#### E. PROCEDURES

N/A

#### F. SUPPORTING FORMS, DOCUMENTS, WEBSITES, RELATED POLICIES

##### Administration Policies

- Academic Freedom
- Acceptable Use of Computer and Information Technology
- Bullying and Harassment Prevention and Response
- Human Rights
- Privacy
- Sexual Violence and Misconduct Prevention and Response
- Student Non-academic Misconduct
- Tobacco and Smoke-free Campuses and Properties
- Use of

## H. RELATED COLLECTIVE AGREEMENTS

Current Collective Agreements are publicly available on the website of the BC Secondary Employers' Association (PSEA).

- Collective Agreement between Douglas College and the BC General Employees' Union (BCGEU)
- Collective Agreement between Douglas College and Douglas College Faculty Association (DCFA)