

GBC- Harassment & Discrimination Policy

Gastown Business College ("GBC") is committed to ensuring a discrimination and harassment-free environment.

Every Student has the right to feel safe at school. While on GBC premises or in the course of activities or events hosted by

GBC, the following activities are strictly prohibited:

1. Any and all behavior that contravenes Canadian law.
2. Engaging in a course of vexatious conduct, harassment or discrimination that is directed at one or more specific persons and that is based on any of the protected grounds under the BC *Human Rights Code*. Currently, "the grounds of discrimination" prohibited by the Human Rights Code are age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex (including gender identity and gender transitioning), sexual orientation, and, in the case of employment, unrelated criminal convictions.
3. "Harassment" – Any behaviour that satisfies one or more of the following definitions of harassment:
 - a) **Harassment based on a prohibited ground of discrimination. Behaviour directed towards another person or persons that:**
 - I. Is abusive or demeaning; and
 - II. Includes a direct or indirect reference to a prohibited ground of discrimination under British Columbia's Human Rights Code; and
 - III. Would be viewed by a reasonable person experiencing the behaviour as an interference with her/his participation in a school-related activity.
 - b) **Sexual harassment (any conduct, comment, gesture or contact of a sexual nature that one would find to be unwanted or unwelcome by any individual). Behaviour of a sexual nature by a person:**
 - I. Who knows or ought reasonably to know that the behaviour is unwanted or unwelcome; and
 - II. Which interferes with another person's participation in a school-related activity; or
 - III. Leads to or implies job - or academically - related consequences for the person harassed.
 - c) **Personal harassment (any conduct whether verbal or physical that is discriminating in nature, based upon another person's race, colour, ancestry, place of origin, political beliefs, religion, marital status, physical or mental disability, sex, age or sexual orientation). Behaviour directed towards a specific person or persons that:**
 - I. Serves no legitimate purpose; and
 - II. Would be considered by a reasonable person to create an intimidating, humiliating, or hostile work or learning environment.
4. Any form of intimidation and/or bullying, whether it is in person or through technology, like email or cell phones; including threats of any type (physical, emotional, verbal or sexual, including bullying, cyberbullying, physical violence, or retribution against a person who has reported an incident).
5. Possession or under the influence of alcohol or illegal drugs or give them to anyone else.
6. Possession of a weapon, including firearms.

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If under any circumstances, a prohibited activity occurs, the following outlines the process for addressing the activity:

1. The SEA is responsible for investigating and making determinations when any prohibited activity occurs. If the SEA is absent or is named in a complaint, GBC Management (clarification from ownership required on which) is responsible for investigating and making determinations.
2. The SEA and GBC Management will conduct a thorough investigation – requesting submissions from all involved parties and witnesses – and set up a meeting with the student filing the complaint within 24 hours.
3. A determination, including the reasons for the decision, will be provided by the SEA or Management to all parties within 48 hours.
4. If the Student is not satisfied with the decision made by the SEA or GBC Management, then the Student has the option to provide a written appeal to the Director.
5. The Director will review the decision made by the SEA or GBC Management – including meeting with all parties involved and reviewing all submissions received – and provide written reasons for his determination to all parties involved in the dispute within 5 days of the date on which the appeal was made. In conclusion, the Institution's Dispute Resolution Process will be considered exhausted.
6. If the Student is dissatisfied with the determination, he or she may file a complaint with the Private Career Training Institutions Branch (www.privatetraininginstitutionsbranch.bc.ca).
7. At any point, the Student(s) may seek representation by an agent or a lawyer.

There are limits to the policy of confidentiality between each GBC Student, and the staff of GBC. Information related to personal issues and concerns remain confidential and are not disclosed to any outside parties without the written permission of the Student, with the following exceptions:

- a) Information, which leads Instructors, the SEA, the Director or any GBC staff member to be concerned for the physical safety of either students or staff.
- b) Information relating to the physical and/or sexual abuse of a minor.
- c) Information as required by a court subpoena in order to testify.

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