

POLICY STATEMENT

Policy Name	Discrimination, Harassment, and Violence		
Policy #	E.07	Category	Learning Environment
Approving Jurisdiction	Board of Governors	Replaces	1997-06-30
Administrative Responsibility	VP, Student Services	Version	2025-07-01
		Next Review Date	Policy is to be reviewed every 3 years (OHS Reg)

See the related PROCEDURES (Link to be added when posted.)

PURPOSE

The purpose of this policy is to support a safe, inclusive, and respectful environment in which members of the Aurora College Community can work, learn, and live in a setting free from discrimination, harassment, and violence.

SCOPE AND LIMITS

This Policy applies to all members of the Aurora College Community (see definition: Aurora College Community).

This policy applies to discrimination, harassment and violence of any form that occurs:

- in the teaching and learning environment, both online and in person;
- while participating in college events or activities, both on and off campus; and
- in the living environment, on campus

The GNWT Harassment Free and Respectful Workplace Policy supersedes this policy in situations that only involve staff.

POLICY STATEMENT

No person(s) on Aurora College premises or engaging in Aurora College activities is expected to tolerate violent, threatening, or abusive behaviour.

Acts of discrimination, harassment, and violence, in any form, by or against members of the Aurora College Community, can impair work, learning, health and wellness, and are considered unacceptable behaviour and will not be tolerated.

Aurora College staff will provide information where necessary and where appropriate regarding accessible resources and support services, both internal and external, for any member of the

Aurora College Community affected by any incident of a discriminatory, harassing, or violent nature.

Aurora College commits to reducing the risk of exposure to harassment, discrimination, and violence on campus or to the Aurora College Community.

Aurora College has the responsibility to ensure all incidents, or alleged incidents, that are of a discriminatory, harassing, or violent nature are investigated in a reasonable and timely manner. Disciplinary sanctions may range from verbal or written reprimands to course or program dismissal to expulsion from the College, in keeping with the severity of the conduct violation.

Aurora College employment positions that may be reasonably expected to be exposed to, or respond to, incidents of violence will be identified to the affected employees.

Guiding Principles

1. All Aurora College Community members share in the responsibility of creating and maintaining an environment free from discrimination, harassment, and violence by conducting themselves in a respectful and professional manner.
2. Aurora College recognizes that individuals have a right to be protected from discrimination, harassment, and violence, which may affect their physical, mental, and emotional well-being, as well as interfere with an individual's work and academic performance.
3. Aurora College recognizes that individuals come from different cultures, have different past experiences, and may have different cognitive abilities that affect how they act. Behaviour that makes us uncomfortable is not necessarily threatening. As members of a learning institution, we need to be supportive of each other. Addressing behaviour that makes us uncomfortable is an opportunity for learning and growth.
4. Nothing in this policy restricts the legitimate exercise of duties and responsibilities of Aurora College staff members and students to maintain both academic integrity and academic freedom within the classroom.

DEFINITIONS

Aurora College Community: Includes any person who is an Aurora College student or an Aurora College official, including instructional and non-instructional staff, volunteers, contractors, and members of the public who hold positions on Aurora College councils and committees such as the Board of Governors, Indigenous Knowledge Holders Council, Research Advisory Council, and Curriculum Review Committees.

Discrimination: A distinction, intentional or not, based on a prohibited ground, which has the effect of imposing burdens, obligations, or disadvantages on an individual or group not imposed on others, or which withholds or limits access to opportunities, benefits, and advantages available to other members of society.

Harassment: Any behaviour that satisfies one or more of the following definitions:

- Abuse of Authority – occurs when a staff member or student improperly uses the power and authority inherent in their position to endanger the learning or employment of another, interferes with process of learning or the real or potential employment of another Aurora College Community member. It does not include the legitimate and proper exercise of the staff member’s or student’s authority and responsibilities inherent with the position that they hold within the Aurora College Community.
- Harassment – unwanted conduct that can be reasonably considered to have the purpose or effect of violating a person’s dignity and can reasonably be considered to result in creating an intimidating, hostile, degrading, humiliating, or offensive environment based upon one or more of the following – indigeneity, race, colour, ancestry, nationality, ethnic origin, place of origin, creed, religion, age, disability, sex, sexual orientation, gender identity, marital status, family status, family affiliation, political belief, political association, social condition, or pardoned criminal conviction.
- Personal Harassment/Bullying – unwanted conduct that can be reasonably considered to have the purpose or effect of violating a person’s dignity and can reasonably be considered to result in creating an intimidating, hostile, degrading, humiliating, or offensive environment. Personal harassment does not have to be based on the listing of prohibited grounds for discrimination that can be found in the *Human Rights Act*.
- Sexual Harassment – unwanted sexual conduct, advances, requests, or favours that can be reasonably considered to have the purpose or the effect of violating a person’s dignity and can reasonably be considered to result in creating an intimidating, hostile, degrading, humiliating, or offensive environment for that person, whether on a one-time basis or in a series of incidents, or that a person might reasonably perceive as placing a condition of a sexual nature on their participation within the Aurora College Community.

Indigeneity: Refers to the collective characteristics, experiences, and cultural identity of Indigenous peoples. It encompasses the broader concept of the cultural, historical, social, and political distinctiveness, relationship with the land, traditional knowledge, governance systems, and the ongoing impacts of colonization. Indigeneity is about the shared identity and commonalities among Indigenous peoples as a group.

Prohibited Grounds: Any of the following: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability. (from the *Human Rights Act*)

Violence: Any behaviour by a person that causes physical or psychological harm to another person. It may involve but is not limited to: physical force and/or verbal aggression; written or technology-facilitated communication; intimidation; stalking; damage or destruction of property that can lead a person to feel at risk of harm. Anyone can experience or be affected by violence regardless of gender, ability, relationship status, sex, class, age, or race. This can take many forms, and includes but is not limited to:

- Sexualized violence: A broad term that encompasses all forms of sexual violence, physical or psychological committed, threatened, or attempted without a person's continued consent. It may target someone's sex, sexual identity, gender identity, or expression.
- Domestic Violence: A range of behaviours within a current or former relationship based on kinship, intimacy, dependence, or trust that are physically, sexually, psychologically, or economically abusive, threatening, coercive, or in any other way controls or dominates the person and causes them to feel fear for the safety or wellbeing of themselves or others.

RELATED POLICIES / PROCEDURES / DOCUMENTS

C.50 Academic Freedom Policy

I.03 Integrity in Research and Scholarship Policy

D.17.1 Non-Academic Misconduct Procedure

E.07.1 Harassment and Discrimination Procedure

E.07.2 Violence Prevention Procedure

Collective Agreement between the Union of Northern Workers and the Minister Responsible for the Public Service Act (current agreement), Article 5 and Article 55

GNWT Code of Conduct

GNWT Harassment Complaint Form

GNWT Harassment Free and Respectful Workplace Policy

APPLICABLE LEGISLATION

Human Rights Act SNWT 2002, c 18.

Occupational Health and Safety Regulations, R-039-2015

DOCUMENT HISTORY

Date	Update
1994-06	<i>Harassment Policy</i> issued
1997-03	Policy revised Policy & Planning Motion #12-1997 Board of Governors Motions #41-1997 Implemented 1997-06-30
2025-04-24	Policy revised, expanded, renamed <i>Discrimination, Harassment, and Violence Policy</i> Board of Governors Motion #BG08-April-2025 Implemented 2025-07-01