

HUMAN RIGHTS POLICIES

Date Policy Written or Last Modified: July 2024

Position(s) Responsible for Administering this Policy: Student Services, Academic Administrator

Consistent with the [Human Rights Code of BC](#), Stenberg College does not discriminate on the basis of Indigenous identity, race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age. Stenberg College celebrates the rich and diverse backgrounds of all students and staff.

Any form of discrimination, harassment or bullying will not be tolerated and will be grounds for immediate dismissal.

Accessibility

While not discriminating on the basis of physical or mental disability, in further accordance with the [Human Rights Code of BC](#), Stenberg also does not, without reasonable justification:

- a) Deny any accommodation request made by a student requiring an accommodation, service, or facility otherwise available to the public.
- b) Discriminate against any student regarding any accommodation, service, or facility otherwise available to the public

Additionally, at Stenberg College, in line with the [Canadian Charter of Rights and Freedoms](#) while providing equal rights and protection to all students, treatment of students needing accommodations are also individualized, and therefore suited to their unique needs and strengths.

Discrimination, Harassment, and Bullying

It is Stenberg College's policy to provide all students and staff with an environment that is free from all forms of discrimination, harassment, or bullying and we will make every reasonable effort to prevent such behaviours.

Discrimination is an unwelcome comment or conduct that denigrates others.

Harassment is a form of discrimination and may include comments, conduct or behaviour that humiliates, intimidates, excludes and isolates an individual or group based on the BC Human Rights Code's grounds of prohibited discrimination.

Bullying is a form of harassment, demonstrated through the use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others.

Stenberg College also prohibits any form of bullying or harassment through personal or electronic interactions, or social media communications, with the intent to engage in cyber-bullying.

Harassment, bullying and discrimination are forms of non-academic misconduct. Any students who personally feel harassed or discriminated against by a student, faculty member or staff



member are encouraged to immediately make a report in writing to the Student Success Coordinator.