

HR5.14 – Respect and Dignity



Approval Body:	Stenberg College Executive
Approval Date:	September 2014
Amendment Date:	December 2023
Next Review Date:	July 2026
Supporting Documents:	
Related Policy:	A4.5 Code of Student Conduct HS6.4 Harassment, Bullying, and Sexual Harassment

Purpose

The Respect and Dignity policy is to establish and maintain a work and learning environment at Stenberg College that upholds the principles of dignity and respect for all individuals. This policy aims to ensure that every student, faculty member, and staff member has the right to study or work in an environment free from harassment and intimidation.

Definitions

Dignity

Recognition and preservation of the intrinsic value and worth of everyone. It encompasses treating others with respect, fostering an environment that upholds personal autonomy, and ensuring fair and impartial treatment for all, irrespective of individual differences in background or status.

Respect

Interacting in a professional, courteous, civil, dignified, fair, and equitable manner, treating one another with individual consideration and esteem.

Principles

- Stenberg College is committed to an environment of work and learning that upholds dignity and respect for all and supports every individual's right to study and/or work in an environment which is free from harassment and intimidation.
- Disrespect, in any form, is strictly prohibited at Stenberg College. Acts of disrespect are considered serious violations of college values and are subject to immediate and appropriate disciplinary action.
- All members of the Stenberg College community, including students, faculty, and staff, are responsible for maintaining the integrity of the college environment. Individuals subjected to discrimination or harassment are strongly encouraged to report the incident to their Program Dean/Director or immediate supervisor without fear of retaliation.
 - If the discrimination and/or harassment involves the immediate supervisor, the complaint can be escalated to the Vice President, Academic or People and Culture.
- It is Stenberg College's responsibility under the existing policy to investigate allegations that violate the conduct policies by any members of the Stenberg College community, guests, or visitors, regardless of whether the alleged harassment occurred on-site during

normal operating hours, and regardless of whether the complainant is a member of the Stenberg College community.

Complainants should follow the process in the complaint mechanism set out in the *HS6.4 Harassment, Bullying, and Sexual Harassment* policy.