

Policy Number: 1.2.6 Discrimination, Bullying and Related Behaviours

Relevant Statutory / Regulatory

Linkages:

Ontario Human Rights Code

Harassment and Discrimination Policy

Workplace Violence Policy

Policy Statement (Intent and Scope)

King's University College (King's) will provide a work environment that is free from all forms of emotional and physical violence and is respectful and tolerant of and values all students, staff, faculty, administration and others no matter their *race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability* (Human Rights Code, RSO 1990, c H-19).

1. The Principal or designate will ensure there is a copy of all relevant Human Rights and related acts, regulations, policies and guidelines and contact offices and numbers in all King's locations, and make it available upon request by students, staff, volunteers and Board members.
2. The Principal or designate will ensure that there will be a Harassment and Discrimination Policy and a Workplace Violence Policy that are aligned with this policy and any relevant legislation.

Monitoring Report Requirements (Frequency, Content, etc.)

The ERC will report to the Board annually on the number of such claims, a summary of the actions taken and the results to ensure all statutory requirements are met.

Original Approval Date:	February 2019
Effective Date:	February 2019
Revised:	May 2021
Next Review:	2023-24