



Discrimination & Harassment Prevention Policy & Procedures



**BRANDON
UNIVERSITY**

This brochure is available online and in alternate formats, upon request, from the Office of the Diversity & Human Rights Advisor

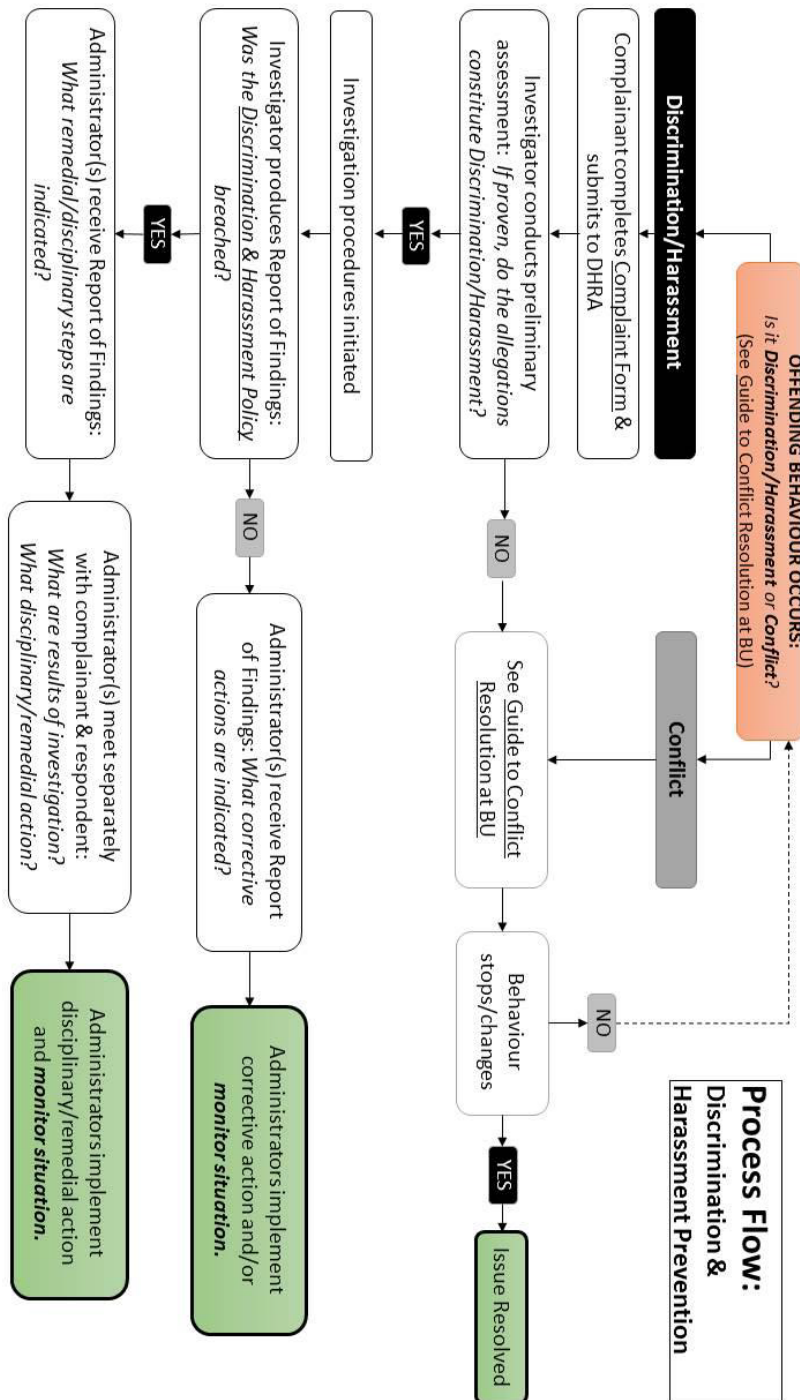
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Discrimination & Harassment & the Manitoba Human Rights Code (*The Code*)

Discrimination means the differential treatment of people based on the characteristics listed in *the Code* (see list below). Prohibited grounds harassment is a course of abusive/unwelcome conduct based on one of these characteristics. *The Code* prohibits discrimination & harassment in all aspects of employment, housing, and provision of services.

The Code prohibits discrimination/harassment based on:

- ancestry, including race & colour;
- nationality;
- ethnic origin;
- religion;
- age;
- sex, including pregnancy & gender identity;
- gender-determined characteristics;
- sexual orientation;
- marital or family status;
- source of income;
- political belief; and
- physical or mental disability.

The Code also prohibits discrimination and harassment based on other group stereotypes (i.e. based on things other than on **individual merit**.) For example, the Manitoba Human Rights Commission accepts complaints on the basis of criminal record or disadvantaged social condition.

What is Personal Harassment?

Personal harassment is a course of abusive behaviour which a person should reasonably know is unwelcome. A single act may constitute harassment if its effect is severe and/or the harasser is aware of the effect of the behaviour on the other person. Harassment can be sexual, discrimination-based, or personal. Sexual harassment is covered under the *Brandon University Sexualized Violence Policy*. This policy and other information regarding supports available at Brandon University to address sexualized violence are available at: <https://www.brandonu.ca/sexualviolence/>

The Manitoba Human Rights Code prohibits harassment based on characteristics listed in the code. *The Manitoba Workplace Safety & Health Act & Regulations* prohibits such “grounds based” harassment, as well as other types of harassment not based on the characteristics listed in *the Code*.

Diversity & Human Rights Advisor (DHRA) Services

The DHRA is available to members of the Brandon University community to assist and provide individuals & groups with information and training about:

- Resolving Conflict
- Discrimination & Harassment Prevention Policy & Procedures
- Human Rights issues
- Employment Equity Practices

Discrimination/Harassment Complaints

Complaints must be submitted to the Diversity & Human Rights Advisor (DHRA) on a completed *Discrimination & Harassment Complaint Form*, normally within 12 months of the last incident. Complaint forms and information about the process are available on the Diversity & Human Rights web page: <https://www.brandonu.ca/diversity/>

More Information

The Diversity & Human Rights web page <https://www.brandonu.ca/diversity/> provides further information about the *Discrimination & Harassment Prevention Policy & Procedures* including an FAQ document, and the *Discrimination & Harassment Complaint Form*. The DHRA is available by phone or email, and the web page provides a confidential feedback button.

Confidentiality

The DHRA is a confidential resource. Communications will not be shared with others without the expressed consent of the parties involved, except where necessary to investigate a complaint or as otherwise required by law.