



Discrimination & Harassment Prevention Policy & Procedures

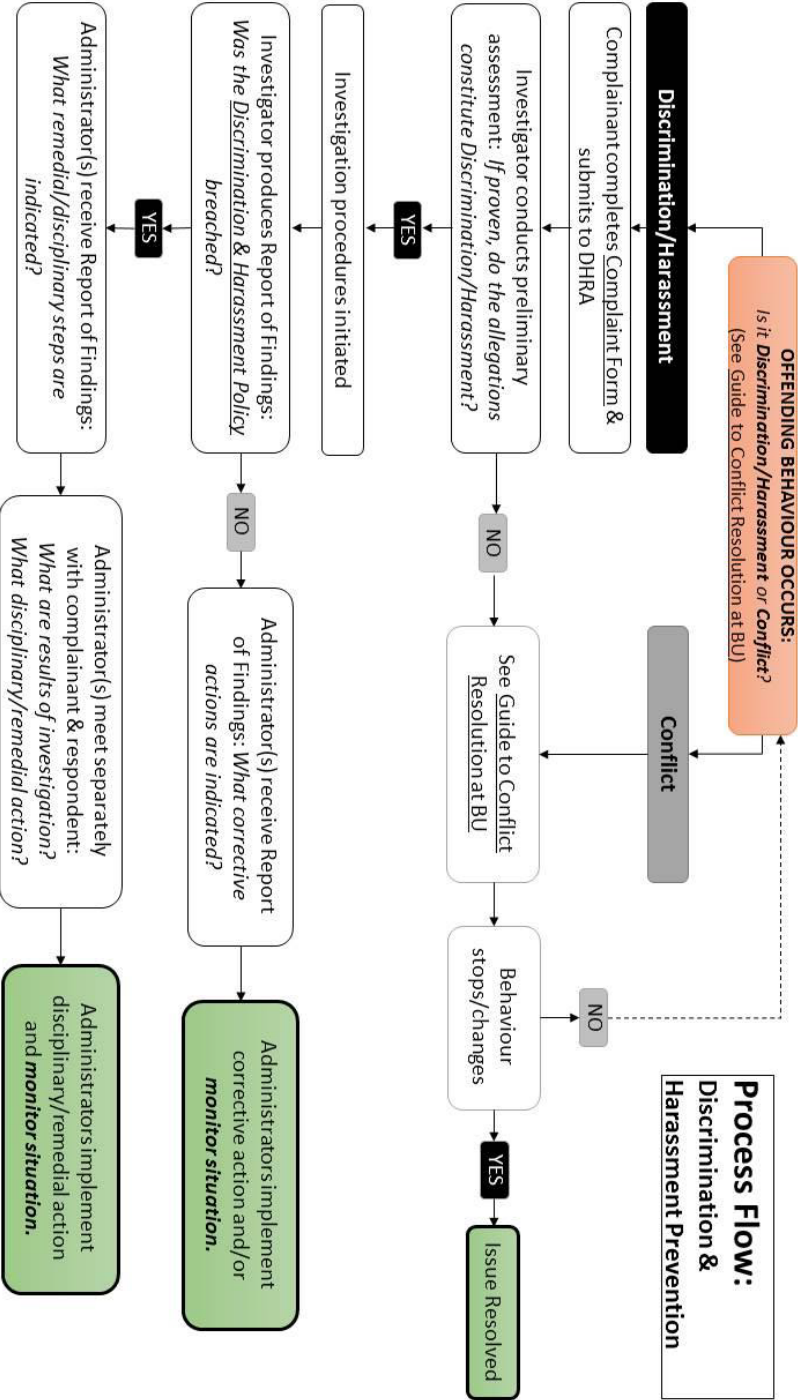


BRANDON UNIVERSITY

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.

The Code has special status over all other laws of the Province of Manitoba.

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.