



HARASSMENT AND ANTI-RACISM POLICY

Effective: January 1, 2026

Responsibility: Senior Educational Administrator, College Director, Staffs

Date of Last Revision: January 1, 2026

Policy Statement

Metropolitan Community College is committed to providing a **safe, respectful, inclusive, and equitable learning environment** for all students, staff, instructors, contractors, and visitors. Harassment, discrimination, and racism are **not tolerated** in any form.

This policy applies to all members of the Metropolitan Community College community and supports compliance with applicable provincial and federal human rights legislation, as well as Education Quality Assurance (EQA) requirements.

Scope of Application

This policy applies to conduct that occurs:

- On campus or in facilities used by Metropolitan Community College
- During classes, tutorials, workshops, or institutional activities
- In online learning environments, communications, or platforms
- During off-site activities related to Metropolitan Community College
- In any situation that has a connection to the learning or working environment of the institution

Definitions

Harassment

Harassment includes **unwelcome conduct or comments** that are known, or reasonably ought to be known, to cause offence, humiliation, or intimidation. Harassment may be verbal, written, physical, or electronic.

Examples include, but are not limited to:

- Insults, slurs, or derogatory comments
- Offensive jokes or images



- Bullying, threats, or intimidation
- Unwanted sexual attention or comments

Racism and Discrimination

Racism and discrimination involve unfair or prejudicial treatment based on **protected characteristics**, including but not limited to:

- Race
- Colour
- Ancestry
- Place of origin
- Ethnicity
- Indigenous identity
- Religion
- Gender identity or expression
- Sexual orientation
- Disability
- Age

Racist behaviour may be **individual, systemic, or institutional**.

Prohibited Conduct

The following conduct is prohibited under this policy:

- Harassment or discrimination based on protected characteristics
- Racist language, stereotypes, or behaviour
- Retaliation against individuals who raise concerns or participate in an investigation
- Encouraging or participating in a hostile or exclusionary environment

Reporting Harassment or Racism

Students and community members are encouraged to report concerns as soon as reasonably possible.

How to Report

Reports may be made:

- In writing or verbally
- To a designated administrator or instructor
- Through institutional contact channels provided to students

Reports may be submitted even if the individual affected is **not the person making the report**.



Confidentiality

Metropolitan Community College will make reasonable efforts to protect the **privacy and confidentiality** of all parties involved, subject to:

- The need to investigate the concern
- Legal obligations
- The requirement to ensure safety and procedural fairness

Investigation Process

Upon receiving a report:

- The concern will be acknowledged in a timely manner
- An impartial review or investigation will be conducted
- All parties will be given an opportunity to be heard
- Findings will be assessed based on available information

Investigations will be conducted in a manner that is **fair, respectful, and free from bias**.

Outcomes and Corrective Action

If a breach of this policy is found, Metropolitan Community College may take appropriate action, which may include:

- Educational or corrective measures
- Written warnings
- Restrictions on participation in institutional activities
- Suspension or dismissal, where appropriate

Corrective actions will be proportionate to the seriousness of the conduct.

Protection from Retaliation

Retaliation against any individual who:

- Reports harassment or racism
- Participates in an investigation
- Seeks information or support



is strictly prohibited and may result in disciplinary action.

Support Resources

Metropolitan Community College recognizes that experiences of harassment or racism can be distressing. Students are encouraged to seek support through:

- Institutional support channels
- Community and public support services
- Health and mental health resources available in British Columbia

Information on external support services is made available to students upon enrolment and on an ongoing basis.

Policy Review

This policy is reviewed periodically to ensure continued compliance with regulatory requirements and alignment with best practices in equity, inclusion, and student safety.

Questions or Concerns

Questions regarding this policy or its application may be directed to Metropolitan Community College administration.

Compliance Statement

This policy is established in accordance with the **Education Quality Assurance (EQA) requirements of British Columbia** and supports Metropolitan Community College's commitment to a safe, inclusive, and respectful educational environment.