

UBC FACULTY ASSOCIATION POLICY:

Harassment, Bullying and Discrimination in the Association Environment

Approved: 13 June 2012; revised 26 March 2015

Preamble:

The Faculty Association of the University of British Columbia (“the Association”) is committed to providing an Association Environment¹ in which all individuals are treated with dignity and respect. In doing so, the Association acknowledges that in conducting its work the elected officers, appointed committee members and general membership alike will have a diversity of viewpoints that inform the work of the Association. This policy is therefore not meant to chill vigorous discussion when determining the overall political or strategic direction of the organization or debates on issues of importance to our membership. This policy is meant to ensure that all individuals who participate in the work of the Association can do so in an environment that is conducive to such discussions.

1. Statement of Principle

1.1 The Faculty Association is committed to ensuring that the Association Environment is free of harassment, bullying and discrimination.

1.2 Harassing, bullying or discriminatory behaviour undermines an individual’s right to participate fully and equally in the work of the Association as well as undermines the purposes and goals of our organization and will not be tolerated from any Association member, officer or staff person in the Association Environment.

2. Definition of Harassment, Bullying and Discrimination

2.1 Harassment is repeated vexatious comments or conduct against someone that is known or ought reasonably to be known to be unwelcome. It includes harassment on the prohibited grounds identified under provincial human rights codes, as well as sexual, psychological and personal harassment.

2.2 Bullying is defined as “repeated deliberate, offensive, malicious, or cruel behaviour with the aim to humiliate, intimidate, isolate, undermine or destroy the character or confidence of an individual or group of individuals.”

2.3 Discrimination is the act of treating an individual or group differently, unfairly and usually to their detriment, because of their racial or ethnic origin, religion or belief, disability, age, sex, sexual orientation or other personal characteristics.

¹ The “Association Environment” is defined as any interactions (i.e., verbal, written, electronic or other interaction) between Association members, officers and staff in the context of Association business and any interaction by members with staff, including, but not limited to any events organized by the Association, the worksites of Association staff, any place or context where a member, officer or staff person is participating on behalf of the Association or any other fact linking the interaction to the business or activities of the Association. The “Association Environment” does not include interactions between the University and its employees or between University employees that is unrelated to Association business.

3. What to do

If you believe you are being harassed, bullied or discriminated against, act immediately to:

Make clear to the person, if possible, that you do not welcome the behaviour. You can do so either on your own, verbally or in writing, or with the assistance of another party. Also, indicate that you will take further action if the behaviour continues.

If the behaviour persists or if you feel uncomfortable approaching the person, contact the President or the Executive Director who will discuss options with you as to how best to handle the situation. Should the issue remain unresolved an investigation into the allegations may be conducted, in which case all relevant parties will be informed.

4. Complaint Process

The investigation of each incident will be handled confidentially and expeditiously, with sensitivity for both the complainant and respondent.

5. Remedies

5.1 Remedies concerning respondents may include:

- a) For members serving on the Executive Committee, an apology or reprimand. In serious circumstances, a special resolution shall be brought forth to the membership recommending removal from office.
- b) For members serving on other Association Committees, an apology, reprimand and possible expulsion from the Committee.
- c) For general members, an apology or reprimand. The University may also be notified should the behaviour be repeated.
- d) For Association Staff, violations of this policy shall happen through the Collective Agreement between the Faculty Association and Unifor Local 467.

5.2 Where substantial remedy is involved, the Executive Committee shall make the final decision. A written report will be provided to all parties involved, and shall remain with the Association.

6. Vexatious claims

Vexatious claims of harassment and/or discrimination are themselves infractions of this policy.