

 Selkirk College Policies and Procedures		Number: 6040		Title: Equity, Diversity and Inclusivity		
		Replaces:	New			
		Effective:	2018-09-01	Next Review:	2023-06-01	
Executive Responsibility:	Administrative Responsibility:	Recommended by Policy Review Committee	2018-09-19			
President	Director of Human Resources and Director or Student Development	Recommended/Approved by Education Council	N/A			
		Approved by President	2018-10-04			
Linkage to Board Policies		E30, gp10, and E20				

A. PURPOSE

This policy articulates the College’s commitment to equity, diversity, and inclusivity, and encourages individuals to act in support of equity principles.

B. SCOPE / LIMITS

This policy covers all employees, current and/or prospective students and community members using College services or facilities.

C. PRINCIPLES

The College provides education and training across a broad range of program choices including academic programming, workforce training and community education. The student base is diverse, bringing on to site people from all of the different social identity groups as well as individuals with various educational experiences and ambitions. Likewise, employees and the wider community are diverse and bring their own perspectives and many other expressions of diversity.

Selkirk College values include respect and inclusivity and at Selkirk, we are committed to valuing diversity and promoting equity. This means we work to create an inclusive and accessible environment that enables and promotes belonging and respect for employees, students and the wider community. We create an inclusive approach for both students and employees that promotes diversity, an inclusive culture, positive behaviours, and builds effective relationships and enables all our students and employees to develop and achieve the best possible outcomes. We value others for their contribution, irrespective of personal differences.

Selkirk College is committed to achieving universal acceptance and application of a working and learning environment free from harassment, intimidation and unlawful discrimination. It is also committed to taking positive action to promote such equity and diversity of opportunity in relation to recruitment (staff and students), promotion, training, learning, benefits, procedures and all terms and conditions of employment and all requirements that govern student regulations.

The creation of this policy is guided by the:

1. B.C. Human Rights Code
http://www.bclaws.ca/Recon/document/ID/freeside/00_96210_01
2. Canadian Charter of Rights and Freedoms
<http://laws-lois.justice.gc.ca/eng/Const/page-15.html>
3. Canadian Human Rights Act
<http://laws-lois.justice.gc.ca/eng/acts/h-6/>
4. Universal Declaration of Rights and Freedoms
<http://www.un.org/en/universal-declaration-human-rights/>

D. RESPONSIBILITIES:

Every member of the Selkirk community has a responsibility to act in accordance with the Equity, Diversity and Inclusivity Policy. Every member is expected to understand this policy, seek guidance if there are any questions, support equity, diversity and inclusion for others, strive to create a safe and welcoming environment, and address inappropriate behaviour and discrimination.

All employees in any setting will act in accordance with the equity, diversity and inclusion principles and support student understanding and realization of equality, diversity and inclusion.

All employees in any college setting will act in accordance with the principles of equity, diversity and inclusion and will promote, foster and support student awareness and understanding of these principles.

E. PROCEDURES TO DEAL WITH COMPLAINTS:

Any person in the College who feels that they have been discriminated against, excluded or harassed may:

1. Refer to the procedures outlined in the Student Code of Conduct (for students)
2. Refer to the Employee Code of Conduct and seek guidance with our Human Resources department (for staff)

F. DEFINITIONS

1. Discrimination is defined as the denial to an individual of opportunity, service, accommodation or facility because of the race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender expression, age, political beliefs or criminal convictions of the individual unless there is a bona fide educational or professional requirement.

Discrimination also includes refusing to employ or to continue to employ a person, or refusing to provide an opportunity or benefit with respect to employment or any term or condition of employment because of the race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender expression, age, political beliefs or criminal convictions of the individual unless there is a bona fide educational or professional requirement.

2. "Diversity" refers to the presence and meaningful inclusion of all members of the Selkirk community belonging to varying social identity groups.
3. "Equity" goes beyond equal treatment (where everyone is treated the same) to fostering a barrier-free environment where everyone has the opportunity to benefit equally. It recognizes that some people or groups of people may require unique approaches.
4. "Gender Identity": a person's internal sense of being male, female or somewhere on a gender continuum, regardless of the sex they were assigned at birth. Everyone has a gender identity.
5. "Gender Expression": An individual's characteristics and behaviours (such as appearance, dress, mannerisms, speech patterns and social interactions) that may be perceived as masculine or feminine.
6. "Transgender": A person whose gender identity does not match the sex assigned to them at birth. The term transgender is an umbrella term that is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life. Transgender is an adjective and should not be used as a noun (ex: "X is a transgender person" not X is a transgender").
7. "Non-Binary": A person who has, or who is perceived to have, gender characteristics and/or behaviours that do not conform to the binary concept of being either male or female.. Keep in mind that these expectations can vary across cultures and have changed over time.

8. "Bullying and Harassment" includes any inappropriate conduct or comment by a person who knew or reasonably ought to have known would cause a person to be humiliated or intimidated; or any other form of unwelcome verbal or physical behavior which, by a reasonable person's standard, would be expected to cause humiliation or another person and has the purpose creating an intimidating, hostile or offensive work or learning environment.

As it applies to students, bullying and harassment include conduct or comment that has the purpose or effect of creating an intimidating, hostile or offensive learning environment. Bullying and harassment exclude any reasonable action taken by an instructor relating to management of the classroom and assignment of course work.

9. "Intimidation" is the intentionally behaving in a manner that would cause a person of ordinary sensibilities to fear injury or harm.
10. "Inclusiveness" refers to the active, intentional and ongoing integration of all Selkirk students and employees regardless of social identity into all areas of the college. An inclusive environment is one in which each person is able to see their identity as belonging to and valued within the college; a college where learning, working and physical environments are designed to be welcoming and usable by all people, to the greatest extent possible in a practical and meaningful manner.

G. OTHER RELEVANT POLICIES:

3400 Student Code of Conduct – Rights and Responsibilities

6000 Standards of Employee Conduct and Conflict of Interest

6010 Human Rights, Harassment & Discrimination

6400 Prevention of Violence in the Workplace

6030 Sexual Violence Prevention and Response Policy