

Human Rights and Anti-Bullying Policy

Date Established March 2025

Date Revised: N/A

POLICY STATEMENT

The objective of the policy is to create a climate of understanding and mutual respect where each person feels a part of Trillium community.

Trillium has adopted this Human Rights and Anti-Bullying Policy to ensure ethical and respectful employment practices and treatment for all students of Trillium, as well as employees. The Policy shall be available to everyone through the Trillium College website. The policy shall apply to not only all people on campus, but shall also apply to online activity that is contextual to a distance learning environment.

TARGET AUDIENCE

All Trillium College Community Members.

DEFINITIONS

Trillium College Community Members – All Staff, Faculty, Students and Visitors to our campuses and classrooms, both virtual and on-the ground.

Bullying: means the severe or repeated use by one or more student of a written, verbal, electronic or other form of expression, a physical act or gesture or any combination of them if it is directed at another person if it has the effect of or is reasonably intended to have the effect of,

- Causing physical or emotional harm to another person or damage to another person's property,
- Placing another person in reasonable fear of harm to himself or herself or damage to his or her property,
- Creating a hostile environment at Trillium for another person,
- Infringing on the legal rights of another person at Trillium, or
- Materially and substantially disrupting the education process or the orderly operation of Trillium;

Employee: For the purpose of this policy, the term employee includes: full-time, part-time, temporary, probationary and casual employees, co-op students, volunteers, job applicants, staff, contractors, and consultants working for Trillium;

Equal Treatment: Equal treatment is treatment that brings about an equality of results and that may, in some instances, require different treatment. For example, to give all employees equal treatment in entering a building, it may be necessary to provide a ramp or an elevator for an employee who requires the use of a wheelchair;

Harassment: Means improper comment or conduct based on one or more of the prohibited grounds listed in the Code, that a person knows or ought to know would be unwelcome, offensive, embarrassing or hurtful;

Student: means student or prospective student of Trillium;

Discipline: Trillium will investigate any and all allegations for harassment promptly, in accordance with the law, and free from reprisal.

Where to Report: see any manager or director of Trillium College if there are any questions or concerns about the Policy.

HOW THE POLICY IS APPLIED

Trillium College has a **zero-tolerance** policy for harassment or bullying. Trillium will not tolerate, ignore, or condone any form of discrimination or harassment and is committed to promoting appropriate standards of conduct at all times, consistent with the provisions of the Ontario Human Rights Code. In any event, Trillium shall protect the integrity and safety of Students or anyone else within Trillium's community who feels unsafe as a result of bullying behaviour.

May Result in Dismissal or Expulsion: all employees at Trillium are responsible for respecting the dignity and rights of their co-workers and the students whom they educate. Students are in turn responsible for respecting the dignity and rights of their fellow students as well as any Trillium College employee. Bullying and harassment are serious forms of employee and student misconduct which may result in disciplinary action up to and including discharge of an employee, and which may result in suspension or expulsion of a student.

Harassment Free Workplace: Trillium will take any and all reasonable steps available to ensure a harassment-free environment, including barring the harasser from its facilities, where appropriate, or discontinuing business with harassers, as the case may be.

Online Bullying, Harassment, and Social Media: harassment and bullying will not be tolerated on or off campus to the extent that such conduct compromises a respectful and harassment free environment at Trillium. For example, online (social media, e-mail, or otherwise) harassment or bullying by a student or an Employee at Trillium will not be tolerated and will be treated as if it occurred on campus.

Enumerated Grounds: without limitation (as any and all prohibited enumerated grounds under the Human Rights Code apply), the following prohibited grounds of discrimination and any combination of these grounds will specifically not be tolerated, apart and aside from any harassment or bullying issue:

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| (a) Race; | (f) Age; |
| (b) Citizenship; | (g) Place of Origin; |
| (c) Sexual Orientation; | (h) Sex (including pregnancy); |
| (d) Ancestry; | (i) Marital Status; |
| (e) Creed; | (j) Colour; |

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| (k) Gender Identity or Gender Expression; | (p) Association or relationship with a person identified by one of the above grounds; |
| (l) Family Status; | (q) Perception that one of the above grounds applies; |
| (m) Ethnic Origin; | (r) The raising of a concern related to harassment or discrimination based on one of the grounds mentioned in this policy. |
| (n) Disability; | |
| (o) Record of offences; | |

Any other enumerated ground of discrimination that becomes an enumerated ground while a student is enrolled at Trillium.

“Bullying” Standards may be Adopted: While provincial anti-bullying legislation applying to elementary schools does not apply to the post-secondary education stream, Trillium may be governed by at least some of its principles to determine whether instances of “bullying” (which may fall short of or be different from “harassment”) have occurred.

Obligation to Report: staff and students must report any alleged form of discrimination, harassment, or bullying to any manager or director of Trillium College, as soon as they become aware of an issue.

Discrimination: discrimination, as used in this Policy, is any practice or behaviour, whether intentional or not, which has a negative impact on an individual or group because of personal characteristics or circumstances unrelated to the person’s abilities or the employment or service issue in question (e.g., disability, sex, race, sexual orientation). Discrimination may arise as a result of direct differential treatment or it may result from the unequal effect of treating individuals and groups in the same way. Either way, if the effect of the behaviour on the individual is to withhold or limit full, equal and meaningful access to goods, services, facilities, employment, housing accommodation or contracts available to other members of society, it is discrimination.

Duty to Accommodate: this refers to the legal obligation of an organization to take steps to eliminate disadvantage caused by systemic, attitudinal, or physical barriers that unfairly exclude individuals or groups protected under the Ontario Human Rights Code (the “Code”). It also includes an obligation to meet the special needs of individuals and groups protected by the Code unless meeting such needs would create undue hardship.

ROLES AND RESPONSIBILITIES

Policy Holder: Director, People & Policy

Policy Administrator: Director, Operations & Student Experience

Supporting Documents, Related Policies

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| • Student Handbook | • Sexual Violence and Misconduct Policy |
| • Workplace Violence Policy | |

