

## Harassment

The Vancouver Island School of Art is committed to ensuring that its learning environment promotes the respectful and fair treatment of all students, staff and faculty.

While on the Vancouver Island School of Art premises or during a course or event(s) hosted by the Vancouver Island School of Art the following activities are prohibited:

## Discrimination

The Vancouver Island School of Art states unequivocally that all members of our community are expected to treat one another with respect and with equality, without regard to one's race, colour, sex, sexual orientation, marital status, age, ethnic or national origin, religion or creed, or physical or mental disability. The policy touches all of us and calls upon us to be fair in all settings, academic and nonacademic.

## Bullying

Bullying is a form of harassment and is when a person or group of more powerful people in a relationship to repeatedly and intentionally cause harm, fear and distress to the victim causing risk to their wellbeing. Bullying can take many forms all of which cause distress. Examples of bullying may be:

- Overt such as physical, verbal, cyber harassment,
- Covert such as social exclusion or intimidation.

The Vancouver Island School of Art does not tolerate any form of harassment and students who believe they are subject to harassment and for any reason are not able to resolve the situation directly with the perpetrator, are able to report the harassment to an office administrator as per the Dispute Resolution Policy.

## Sexual Harassment

Sexual harassment is a form of discrimination based on one's sex and will not be tolerated at the Vancouver Island School of Art.

Refer to the Sexual Misconduct Policy for more information.

If under any circumstances a prohibited activity occurs, the Dispute Resolution Policy outlines the process for addressing the activity. If substantiated, an allegation of any violation of this policy may lead to disciplinary action up to and including dismissal from the School.