



A02.01.02 Respectful and Inclusive Environment

Effective Date: April 13, 2010	New: X
Replaces:	Revision:

Policy Statement

Douglas College places a high value on creating and maintaining a working and learning environment for all members of the College community that is respectful, inclusive, civil and free from harassment and other forms of inappropriate behaviour.

Scope of Policy

1. Douglas College is committed to providing a working and learning environment which supports excellence in education and in which employees are proud to work. To foster these goals, all employees of Douglas College are accountable for their actions, and must act in an honest, ethical and respectful manner at all times.
2. This policy applies to all Douglas College employees including contract employees and visiting researchers both on-campus and off-campus while in the performance of College duties.
3. Other Related Policies:

Related Douglas College policies provide details about a respectful and inclusive environment in specific contexts. ([Administration Policies](#) homepage.)

- A02.01.01 Conflict of Interest
- A02.05.01 Compliance with the Freedom of Information & Protection of Privacy Act
- A02.09.01 Sexual Harassment and Personal Discrimination
- A02.10.02 Research and Scholarly Activity
- A02.10.04 Integrity in Research and Scholarship
- A02.10.05 Ethical Conduct for Research Involving Humans
- A02.10.06 Academic Freedom
- A10.01.01 College Facilities Use
- A10.01.05 Violence Prevention Involving College Employees
- A10.01.06 Violence Prevention Involving Students/Users

- A10.02.01 Standards of Conduct Involving College Employees
- A10.02.02 Standards of Student/User Conduct
- A20.01.03 Use of College Resources
- A20.01.05 Computer Use Policy

Attributes of Respectful and Inclusive College Environment

- a) We respect the individual worth of all members of the College community and the ideas and perspectives that each person brings;
- b) We strive to create a positive and inclusive environment for all members of the College community;
- c) We act with integrity in our relationships, treating others with respect, honesty and fairness;
- d) We communicate openly and honestly, to establish trusting relationships based on personal integrity;
- e) We seek to understand the views of others ahead of seeking to have our personal perspective understood;
- f) We respect that others hold fundamental beliefs and opinions that differ from our own and protect fundamental human rights prescribed by law;
- g) We act to prevent intimidation, harassment, favouritism and discrimination;
- h) We ensure that our conduct and language reflects social standards of courtesy, dignity, trust and respect;
- i) We ensure that our interactions and relationships with students, co-workers and any other individual who deals in any way with Douglas College are appropriate at all times;
- j) We ensure that our private interests do not conflict with our professional duties and responsibilities;
- k) We give credit to the originator of an idea or innovation;
- l) We recognize and value the contributions of others;
- m) We respect the privacy and confidentiality rights of others;
- n) We accurately represent our qualifications, educational backgrounds, experience and professional credentials;
- o) We follow the highest standards of ethical behaviour in the course of our work to ensure that the confidence and trust of our students and the communities we serve is maintained.