

BULLYING AND HARASSMENT PREVENTION AND RESPONSE POLICY

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A. PURPOSE

Douglas College (the College) is committed to providing a working environment that is safe and free from Bullying and Harassment, an environment in which all Employees are treated with dignity and respect. This policy articulates the obligations of all members of the College Community to behave in a manner consistent with this commitment, and establishes procedures for filing, investigating and resolving Complaints regarding violations of the policy.

B. SCOPE

This policy applies where the person adversely affected by an alleged incident of Bullying and Harassment is a College Employee and where the alleged incident occurred

- a. on College Property, or
- b. off College Property in connection with an event or activity sponsored, organized, led or required by the College, or
- c. in other circumstances that may adversely affect the working environment at the College.

The person alleged to have violated this policy may be any member of the College Community, including a Student who is not a College Employee or a member of the public.

Limitations of Scope

Student Employees who experience Bullying and Harassment at Douglas College may report the incident under this policy only if the incident occurred while they were acting in their capacity as Employees.

This policy is designed to complement and not to conflict with the College's collective agreements. If there is any inconsistency between this policy and a collective agreement, the applicable collective agreement provision(s) will prevail to the extent of the inconsistency.

Application of Other College Policies

Conduct that violates this policy may also violate other College policies, such as but not limited to the following:

- For conduct that meets the definition of discrimination under the *BC Human Rights Code*, see also the *Human Rights* policy;
- For violence, violent misconduct or the threat of violence that is sexual in nature, including Sexual Harassment, see also the *Sexual Violence and Misconduct Prevention and Response* policy; and
- For all other forms of violence or the threat of violence, see also the *Violence Prevention and Response* policy.

C. DEFINITIONS

Bullying and Harassment: Any inappropriate conduct or comment made towards an Employee by a person who knew or ought reasonably to have known that the conduct or comment would cause that Employee to be humiliated or intimidated, excluding any reasonable action taken by an employer or supervisor relating to the management and direction of Employees or the place of employment.

Examples of Bullying and Harassment include but are not limited to the following:

- a. Words, gestures, actions or practical jokes, the natural consequence of which is to humiliate, ridicule, insult or degrade;
- b. Spreading malicious rumours or untruths;
- c. Physical assault, threats or intimidation (see also *Violence Prevention and Response* policy);
- d. Vandalizing personal belongings;
- e. Persistent rudeness or taunting; or
- f. Other conduct that adversely affects working conditions or work performance.

The following actions do not constitute Bullying and Harassment:

- a. Fulfilling professional, managerial or supervisory responsibilities to direct, evaluate and report on the performance, conduct or competence of Employees; or
- b. Freely and respectfully expressing reasonable opinions and differences of opinion.

College Community: All College Employees, Students and Board members, and any other person contractually obligated to comply with College policy.

College Property: In addition to the College's physical campuses and centres, includes, for the purposes of this policy, technology and technological spaces—such as online learning platforms and social media networks—that are relied upon by Students and/or Employees in the completion of their studies and/or work.

Complainant: A person who files a Complaint; for the purposes of this policy, an Employee of the College. In instances where the College becomes aware of allegations of Bullying and Harassment that, if true, would violate this policy but no person comes forward with a Complaint, or where an investigation is required by law, the College may initiate an investigation.

Complaint: A written statement alleging violation(s) of policy.

Employee: A person employed by the College, including administrators, faculty members and staff, and Students when employed by the College (e.g., as Student Assistants or Peer Tutors).

Investigator: A person appointed to investigate a Complaint.

Party/Parties: The Complainant(s) and/or Respondent(s) named in a Complaint under policy.

Respondent(s): A person or persons alleged to have engaged in conduct that violates policy.

Responsible Administrator: An executive of the College or an administrator responsible for the operations of a College department, Faculty or service area (e.g., Dean, Director, Chief Information Officer, Registrar).

Retaliatory Action: Any adverse action taken against a person because that person reports or alleges a violation of policy, seeks advice on making a Complaint, makes a Complaint, or co-operates in an investigation of a Complaint.

Student: A person enrolled in studies at the College in credit or non-credit courses.

Support Person: A member of the College Community who is able to offer confidential support to participants in an investigation (i.e., to either Party or a witness), and who may accompany the participant to any meetings relating to the process; the Support Person is not a party to or participant in the investigation and does not represent or speak or present on behalf of the participant.

D. POLICY STATEMENTS

1. Douglas College is committed to providing a working environment that is safe and free from Bullying and Harassment, where all Employees are treated with dignity and respect.
2. Bullying and Harassment is prohibited and will not be tolerated.

3. All members of the College Community are required to become knowledgeable about Bullying and Harassment and their rights and obligations under this policy, and must behave in a manner consistent with this policy.
4. Employees must report if Bullying and Harassment is observed or experienced.
5. Any breach of this policy by a member of the College Community represents serious misconduct and is grounds for disciplinary sanction, which may include, where appropriate, suspension or dismissal.
6. All users of College facilities and visitors to the College, including Students, College Board members, contractors and their employees and agents, guest lecturers, visiting researchers and other third parties, are expected to treat College Employees in a respectful manner consistent with this policy. The College does not have jurisdiction to take disciplinary action against a person who is not a member of the College Community or who is not currently affiliated with the College; however, under certain circumstances the College may be able to take other action, such as revoking a person's access to College Property or events.
7. The College recognizes that while Bullying and Harassment can affect any member of society, its consequences may disproportionately affect individuals who experience intersecting forms of systemic discrimination or barriers (e.g., on grounds of any combination of factors such as their Indigenous identity, race, colour, ancestry, place of origin, age, religion, marital status, family status, physical or mental disability, sex, sexual orientation or gender identity or expression), and individuals who occupy the less powerful position in a relationship characterized by a power dynamic (e.g., a Student in relation to an instructor, a staff person in relation to a supervisor).
8. The College recognizes its responsibility to increase awareness of Bullying and Harassment, to prevent its occurrence in the workplace, to provide procedures for handling Complaints, to investigate allegations and Complaints, whether informally or formally, and to remedy situations where Bullying and Harassment has occurred.
9. The College is committed to addressing Bullying and Harassment through the following preventative measures:
 - Requiring Employee completion of the College's Bullying and Harassment training programs, which educate members of the College Community regarding Bullying and Harassment and the issues addressed in this policy;
 - Actively promoting awareness of Bullying and Harassment through implementation of ongoing training programs;
 - Assessing and managing risk, and promoting conditions that seek to eliminate the potential for incidents of Bullying and Harassment to occur in the workplace; and
 - Reviewing this policy for effectiveness at least once per year.
10. The College is committed to addressing Bullying and Harassment through the following response measures:

- Reducing barriers to filing Complaints regarding Bullying and Harassment;
 - Establishing procedures for reporting, investigating and documenting incidents of Bullying and Harassment in a prompt, sensitive and procedurally fair manner, and in accordance with WorkSafeBC regulations and policies where applicable; and
 - Implementing appropriate corrective actions, such as remedies, restorative actions and/or discipline, as necessary or when a violation of this policy is found to have occurred.
11. The College reserves the right to investigate alleged Bullying and Harassment on its own initiative.
12. The College reserves the right to implement immediate interim measures it considers appropriate upon initial receipt of a verbal or written report of the alleged incident(s) and pending completion of an investigation. Such measures may include but are not limited to the following:
- Directing the Complainant, Respondent, witnesses or other parties to cease and desist from engaging in a particular type of behaviour;
 - Restricting access to a College campus, specific areas of a College campus, online learning platform or work environment;
 - Alteration of the work or learning schedule of an individual;
 - Imposing a no-contact directive; and/or
 - Temporary, non-disciplinary leave of an individual.
- Where applicable, interim measures will be carried out in accordance with the provisions of the relevant collective agreement(s).
13. Complaints of Bullying and Harassment involve confidential and sensitive information. The College recognizes its responsibility to avoid or minimize circumstances that might reasonably be expected to cause participants distress, so that those who may have experienced Bullying and Harassment will feel free to come forward, and the reputations and interests of those accused are protected. All members of the College Community who are involved in Complaints or investigations regarding alleged violations of this policy must maintain the confidentiality of any information they receive during the course of the process.
14. An Employee may have the right to pursue another process in connection with alleged Bullying and Harassment, such as reporting the matter to the police, filing a grievance or complaint under a collective agreement, initiating a civil action or filing a complaint under BC's *Human Rights Code*. If another process is pursued, the College may elect temporarily to place its process under College policy in abeyance pending the outcome of the other process.
15. Retaliatory Action of any kind is prohibited.
16. The College will keep a written record of all Complaints and investigations, according to the College's *Record Series and Retention Schedule*.

D. PROCEDURES

Nothing in the following procedures precludes early attempts by individuals to resolve their concerns directly and informally.

Safety Planning

Any Employee affected by an incident of Bullying and Harassment may request a safety plan by contacting the Associate Vice President, Human Resources.

Reporting Alleged Violations of this Policy

The College encourages and expects that incidents of alleged of Bullying and Harassment will be reported promptly, regardless of whether the person reporting the alleged violation experienced or witnessed the conduct, when either the conduct has not been addressed directly and informally by the person(s) affected, or the person(s) affected are not satisfied with the outcome of any attempt at direct and informal resolution.

Informal Resolution

1. Employees who believe they have experienced or witnessed Bullying and Harassment and feel comfortable doing so are encouraged to attempt to resolve the situation by bringing the matter to the attention of the person who has engaged in the conduct, advising them that the conduct is unwelcome and contrary to this policy, and asking that the conduct cease immediately.
2. The College does not recommend that any members of its Community attempt direct and informal resolution in circumstances in which anyone's personal safety may be at risk; in such situations, members of the College Community are instead advised to seek immediate help and support.
3. Employees may seek assistance from their Responsible Administrator (RA) in resolving the matter informally. Informal resolution may include a co-operative and voluntary process, such as a facilitated or mediated conversation between the Parties, a restorative justice process or a healing circle. The RA may serve as the mediator in such a conversation or process or consult with the Human Resources department for appropriate internal or external support. At the Employee's request, another appropriate College Support Person, such as a union representative, may participate in a supportive role alongside the Employee.
4. The Complainant or Respondent may withdraw their participation from an informal resolution process at any time.

Submitting a Complaint of Alleged Bullying and Harassment

If the matter cannot be resolved informally, or if the Employee does not wish to pursue informal resolution, the Employee may file a Complaint in accordance with the procedures outlined here.

1. Complaints are to be submitted to a Responsible Administrator (RA) at the College, as follows:

- Complaints filed by an Employee against another Employee should be submitted to the Complainant's RA or the Associate Vice President, Human Resources (or designate).
- Complaints filed by an Employee against a Student should be submitted to the Complainant's RA.
- Complaints filed by an Employee against someone who is not a Student or an Employee should be submitted to the Director, Safety, Security and Risk Management.

Exception: If the Respondent named in the Complaint is the person to whom the Complaint would normally be submitted, as outlined above, the Complainant should submit the Complaint to that person's supervisor or RA instead, as outlined in the following examples:

- If the Respondent is a Dean, Director or Registrar, the Complaint should be submitted to the appropriate member of the Senior Management Team (e.g., to the Vice President, Academic if the Respondent is a Dean; to the Vice President, Student Affairs if the Respondent is the Registrar, Director, Learning Resources or Director, Student Services);
- If the Respondent is a Vice President or Associate Vice President, the Complaint should be submitted to the College President;
- If the Respondent is the President, the Complaint should be submitted to the College Secretary and addressed to the Chair of the College Board.

2. Complaints must be made in writing; however, in circumstances where the Complainant is unable to submit a written Complaint, they may contact the appropriate recipient of the Complaint for accommodation, which could include accepting an initial verbal report or arranging for the verbal report to be written down by another party.

3. The Complaint should be dated and signed, and set out the following information:

- The Complainant's full name, contact information and Employee number;
- Specific details regarding the alleged Bullying and Harassment or other alleged violation of this policy, including the dates and locations they occurred;
- A list of any potential witnesses;
- Where the Complainant has attempted to resolve the alleged violation(s) informally, the details about and results of those efforts; and
- Any relevant evidence that supports the allegations, such as text messages, emails or social media communications.

4. Where the Complaint involves more than one Respondent, Complainants are encouraged, to the extent practicable, to address allegations about each Respondent separately.

5. A Complainant has the right to withdraw a Complaint at any stage of the process. However, the College may continue to act on the issue(s) identified in the Complaint where it is obligated by law or policy to do so.

Initial Review of Complaints

1. Upon receipt of a Complaint, the appropriate Responsible Administrator (RA) will within two (2) business days respond to the Complainant to acknowledge receipt of the Complaint and conduct an initial review to determine whether any immediate interim measures are warranted to ensure the safety of all Parties in the working and/or learning environment, pending full review of the Complaint. Where interim measures are warranted, the College will put such measures in place expeditiously.
2. Where the Complaint raises concerns of physical safety and/or the threat of imminent harm or danger to any member of the College Community, the RA will immediately notify the Director, Safety, Security and Risk Management (SSRM), who will initiate Violence Threat/Risk Assessment protocols.
3. After acknowledging receipt of the Complaint and, where warranted, putting interim measures in place, the RA will within an additional ten (10) business days review the Complaint in full and do one of the following:
 - a. Where the allegations within the Complaint do not fall within scope of any conduct-related College policy, advise the Complainant in writing that the Complaint will not proceed and provide an explanation.
 - b. Where the allegations within the Complaint are found to fall within scope of any conduct-related policy, advise the Respondent in writing that a Complaint has been filed, and
 - i. with the agreement of both Complainant and the Respondent, refer the matter to an alternative resolution process, as outlined below; or
 - ii. appoint an Investigator to investigate the Complaint, as outlined below.
 - c. Where the RA believes that the Complaint discloses information that the College may be obligated to act on, whether under law or under another College policy or process, the RA will consult with the Director, SSRM, the Associate Vice President, Human Resources (or designate) and/or the Vice President, Student Affairs, as appropriate, and refer the Complaint or the relevant portions of the Complaint on, as warranted. When appropriate, the RA will advise the Complainant before referring the Complaint elsewhere; however, where the College has a duty to act, its actions are not subject to the Complainant's consent.
4. Under exceptional circumstances, where the Responsible Administrator (RA) is unable to meet the timelines set out above, the RA will inform the Complainant as soon as possible to inform them of a revised timeline.

Alternative Resolution Processes

The College recognizes that alternative resolution processes may be most appropriate when the Parties to the Complaint belong to the same group (e.g., they are both Students, both staff, both faculty members or both administrators), and less appropriate when there is a real or perceived power

differential between Parties (e.g., one is a Student and one a faculty member, or one is a staff member and the other a supervisor). Participation in an alternative dispute resolution process is entirely voluntary. The Parties are under no obligation to participate in such a process.

1. The RA should consider the appropriateness and potential effectiveness of an alternative resolution process regardless of whether or not the Complainant attempted to address their concerns directly with the Respondent prior to submitting a written Complaint.
2. If the RA believes that an alternative resolution process may be appropriate, the RA will discuss this option with the Complainant. If the Complainant agrees that an alternative resolution process may be appropriate, the RA will contact the Respondent to discuss this option with the Respondent. If the Respondent agrees to participate in an alternative resolution process and the RA remains satisfied that an alternative resolution process is appropriate, the RA will explore the available options and, with the agreement of both Parties, refer the matter to that process for resolution.
3. If the Parties do consent to participate in an alternative resolution process, they may decide at any time to withdraw this participation, at which point the RA will appoint an Investigator to investigate the Complaint, as outlined below.

Investigations

If the matter cannot be resolved through an alternative resolution process, or if either Party declines to participate in an alternative resolution process, the College will investigate the Complaint in accordance with the procedures outlined here.

1. The College will appoint an Investigator to investigate the Complaint and establish the appropriate terms of reference for the investigation. Investigators may be external or internal to the College. In every case, prior to making an appointment, the College shall ensure that there are no grounds for a reasonable apprehension of bias on the part of the Investigator under consideration.
2. The College will identify for the Investigator the College policy or policies and any laws or regulations under which the investigation will proceed.
3. Where the misconduct is alleged to have taken place at an off-campus location (e.g., a practicum setting or worksite), the College will pursue appropriate action and investigation with the appropriate level of administration for that off-campus setting.
4. The College will advise participants in the investigation of the option to have a Support Person present for interviews.
 - For Students, this Support Person will normally be a representative of the Douglas Students' Union, a counselor or a person from Indigenous Student Services.
 - For unionized employees, this Support Person will normally be a steward or Union representative.

- For non-unionized Employees, this Support Person will normally be someone from HR or from the same Employee group as the participant.

The Investigator has discretion to consider requests for others to serve as Support Persons. Investigators are encouraged to consider intersectional factors of vulnerability and/or systemic barriers faced by persons from underrepresented or socially marginalized groups, and to be receptive to inclusion of other Support Persons where such inclusion would serve to lessen such barriers or marginalization.

5. Investigations (including the preparation of the Investigator's report) will be completed expeditiously, and normally within one hundred twenty (120) calendar days of an Investigator's receipt of a Complaint. If during the course of an investigation the Investigator believes that this timeline cannot be met, the Investigator will contact the Complainant, the Respondent and the Responsible Administrator (RA) as soon as possible to inform them of a revised timeline. Where the RA who received the Complaint is conducting the investigation, that RA will also notify other College administrators (e.g., the Associate Vice President, Human Resources (AVPHR), a Vice President or the Director, SSRM), as appropriate.
6. Investigations are not adversarial processes, and hearings will not be held as part of the investigatory process. Formal rules of evidence commonly associated with civil or criminal trials will not be applied.
7. In all investigations, the Respondent will be informed of the allegations made against them and will be given a full opportunity to respond.
8. The Investigator will conduct the investigation using a procedurally fair and sensitive process, taking care to minimize or avoid circumstances that might reasonably be expected to cause participants distress (e.g., the Complainant having to come into direct contact with the Respondent). The investigation process may include, but is not limited to, the following:
 - a. Requesting a written response to the Complaint from the Respondent, including a list of any potential witnesses along with a description of the information those witnesses are expected to provide, and any relevant documents, including any text messages, emails or social media communications;
 - b. Meeting separately with or requesting further information from the Complainant;
 - c. Meeting separately with or requesting further information from the Respondent;
 - d. Meeting separately with or requesting further information from any other individuals who may have information relevant to the investigation; and
 - e. Obtaining any other evidence that may be relevant to the investigation.
9. At the completion of the investigation, the Investigator will submit a written report to the RA who appointed the Investigator. Where the RA who received the Complaint is conducting the investigation, that RA will also notify other College administrators (e.g., the AVPHR, the Vice President, Student Affairs, the Director, SSRM and/or the RAs for the Parties), as appropriate. The report will normally include the following information:

- a. A summary of the evidence considered;
 - b. Any assessment of credibility that is required to render a determination;
 - c. The Investigator's findings of fact; and
 - d. A determination as to whether, on a balance of probabilities, policy has been violated.
10. The College will provide the Complainant and the Respondent with a summary of the Investigator's findings and conclusions.

Investigative Outcomes

1. If the Investigator's report determines that Bullying and Harassment has occurred, or that College policy has otherwise been violated, the following will occur:
 - a. The supervising RA will determine what disciplinary or other measures are appropriate based on the findings in the report. Other measures may include the requirement that Parties to the investigation, or other members of the College Community affected by the Complaint or by the investigation, participate in workshops, education or training, or the recommendation that they participate in mediation or restorative processes.
 - b. Where suspension of a Student or an Employee is a potential outcome, the RA will refer the matter to the President for decision, in compliance with Section 37 of BC's *College and Institute Act*.
 - c. The Respondent will be notified of the RA's decision regarding disciplinary or other measures to be taken against the Respondent. (Note: The College will disclose information regarding disciplinary actions taken against a Respondent only where it is authorized to do so for compelling health or safety reasons and in accordance with the *Freedom of Information and Protection of Privacy Act*.)
 - d. The Respondent will be notified of the option to appeal, as described below.
2. If the Investigator's report determines that College policy has not been violated, the RA will dismiss the Complaint and so notify the Complainant and the Respondent. The Complainant will be notified of the option to appeal, as described below.
3. Whether or not the Investigator's report determines that Bullying and Harassment has occurred, or that College policy has otherwise been violated, the Responsible Administrator (RA) may
 - a. Direct Parties to the investigation or other members of the College Community affected by the Complaint or by the investigation to participate in workshops, education or training, or recommend that they participate in mediation or restorative processes; or
 - b. Refer the Investigator's report, or the relevant portions of it, to the appropriate College authority, if the RA believes that the report discloses other kinds of misconduct or information that the College may need to act on under another College policy or process.
4. A finding of misconduct and any sanctions imposed on a Respondent who is a Student or an Employee will form part of the Respondent's Student or Employee record. For findings against Student Respondents, the Office of Enrolment Services must be notified to place a notation of the

sanction on the Student's file, and any finding of misconduct should be taken into account in the event of subsequent findings of misconduct against the Student.

5. Following an investigation, the RA (in consultation with the Associate Vice President, Human Resources (AVPHR), if the AVPHR did not receive the Complaint), will review and revise workplace procedures as appropriate, to prevent future Bullying and Harassment incidents. Appropriate corrective actions will be taken in a reasonable timeframe.

Appeals

1. A Complainant or Respondent may appeal the process followed by the Investigator only if there are grounds to show that due process was not followed or that the relevant policies were incorrectly applied during that process.
2. An appeal must be submitted in writing within ten (10) business days after receipt of the decision of the RA. The written submission must provide specific grounds for appeal, describing how this policy was incorrectly applied or due process was not followed, and be directed as follows:
 - Students who are not Employees of the College must submit any appeals to the Vice President, Student Affairs.
 - Employees, including Student Employees, must submit any appeals to the person to whom the RA reports.
3. An appeal will not reconsider the original Complaint, although the person or body deciding the appeal has discretion to consider any new evidence that could not reasonably have been available at the time of the original investigation.
4. An appeal may be upheld or dismissed, in whole or in part, and/or referred back to the RA for reconsideration.
5. The person or body deciding the appeal will give reasons for the decision in writing. Their decision is final.

Confidentiality

1. Confidentiality from and about all persons and information involved in a Complaint of Bullying and Harassment is expected.
2. To protect the integrity, fairness and effectiveness of investigations, and to ensure compliance with BC's *Freedom of Information and Protection of Privacy Act*, all participants in an investigation must act in accordance with the requirements set out below.
3. Individuals, including the Complainant and the Respondent, who have obtained personal information about an identifiable individual through the course of participating in an investigation must not disclose this information to anyone except their own personal advisors

or representatives, or as required by law. However, this section does not prevent

- a. Any participants in an investigation from disclosing information about themselves or from disclosing information that they have obtained outside the investigation; or
 - b. College representatives from disclosing investigation-related information as authorized under this policy.
4. The College will not disclose any personal information related to an investigation except to the extent that such disclosure is
 - a. Expressly authorized by the affected individual;
 - b. Made to a College representative on the grounds that it is necessary for the performance of that individual's duties (e.g., communicating to a supervisor any restrictions to the times of day or days of the week that an Employee may access specific College facilities);
 - c. Made to a Complainant, Respondent, witness or other participant in the investigation on the grounds that it is necessary for the conduct of the investigation;
 - d. Authorized by this policy;
 - e. Authorized or required under law; or
 - f. Deemed necessary to prevent imminent risk of harm to self or others in the College Community or wider community.
5. To maintain the integrity of the investigation process, the College must ensure that both Complainants and Respondents know the Investigator's findings.
6. Under the *Freedom of Information and Protection of Privacy Act*, the College will authorize the disclosure of disciplinary actions it has taken against a Respondent only if such disclosure is necessary for compelling health or safety reasons (e.g., the College will normally inform Complainants of any restrictions that may have been imposed upon the Respondent's movements or activities).

Retaliatory Action, Breaches of Confidentiality and Complaints Made in Bad Faith

1. Where a member of the College Community is found to have engaged in Retaliatory Action, or to have breached the confidentiality requirements in this policy, the College may take appropriate disciplinary action.
2. Where a member of the College Community is found to have filed a Complaint in bad faith, the College may take appropriate disciplinary action.

E. SUPPORTING FORMS, DOCUMENTS, WEBSITES, RELATED POLICIES

Related [Administration Policies](#) are publicly available on the College website:

- *Academic Freedom*
- *Acceptable Use of Computer and Technology Information*

- *Conflict of Interest*
- *Ethical Conduct of Research Involving Humans*
- *Human Rights*
- *Impairment Policy for Employees*
- *Impairment Policy for Students*
- *Integrity in Research and Scholarship*
- *Freedom of Information and Protection of Privacy*
- *Sexual Violence and Misconduct Prevention and Response*
- *Student Non-academic Misconduct*
- *Use of College Facilities*
- *Violence Prevention and Response*

The following related document is available to internal College users on DC Connect:

- *Record Series and Retention Schedule*

F. RELATED ACTS AND REGULATIONS

- *College and Institute Act* [RSBC 1996], c. 52
- *BC's Human Rights Code* [RSBC 1996], c. 210
- *Freedom of Information and Protection of Privacy Act* [RSBC 1996], c. 165
- *Workers Compensation Act* [RSBC 2019], c. 1
- *WorkSafe BC's Occupational Health and Safety Regulation* (for workplace violence, see OHSR 4.24 – 4.31)

G. RELATED COLLECTIVE AGREEMENTS

Current Collective Agreements are publicly available on the website of the BC Post-Secondary Employers' Association (PSEA).

- *Collective Agreement between Douglas College and the BC General Employees' Union (BCGEU)*
- *Collective Agreement between Douglas College and Douglas College Faculty Association (DCFA)*