



St. Peter's College

Affiliated with the University of Saskatchewan



Policies and procedures regarding all forms of harassment, discrimination, and violence.

9.0 Harassment

This policy focuses upon the rights and obligations set out in The Saskatchewan Human Rights Code. All employees and students of the St. Peter's College are expected to take all complaints of harassment seriously.

St. Peter's College is committed to maintaining a workplace that provides every employee and student freedom from *harassment and discrimination* from other employees or any other person in the workplace. Any instances of suspected harassment are to be reported immediately to the President, or designate.

9.1 Sexual Harassment

Sexual Harassment is defined as behaviour related to sexuality that may be verbal, physical, deliberate, unsolicited or unwelcome; it may be one incident or a series of incidents. Sexual harassment may include: verbal abuse; unwelcome jokes, innuendos or taunting about an employee's clothing, body, or sexual activities; displaying of pornographic material; unwelcome invitations or requests, whether indirect or explicit, to engage in behaviour of a sexual nature; leering or other gestures associated with sexuality; unnecessary physical contact.

9.2 Personal Harassment

Personal Harassment, (sometimes referred to informally as "bullying") is conduct that creates a hostile, intimidating, or humiliating environment for working. This includes any inappropriate conduct, comment, display, action or gesture by a person that adversely affects an employee/student's psychological or physical well being; and that the perpetrator knows, or ought to reasonably know, would cause the employee/student to be humiliated or intimidated.

10.0 Violence Prevention

Providing a safe and secure environment is one of St. Peter's College's foremost obligations to all members of the College community.

St. Peter's College is committed to minimizing or eliminating the risk of violence to members of the community. SPC will not tolerate or condone any form of violence and will make every reasonably practicable effort to ensure that no member of the College community is subjected to violence in the College environment.

To report harassment, discrimination, or violence, please contact:

St. Peter's College President: Robert Harsymchuk

phone: 306-682-7850 email: harasymchukr@stpeters.sk.ca

or President's Designate: Barbara Langhorst

phone: 306-682-7865 email: langhorstb@stpeters.sk.ca