
Standard Number:	5008	Effective Date:	Jan 1, 2024
Standard Title:	Respectful Treatment	Last Updated:	Dec 5, 2023
Standard Category:	Human Resources	Next Review Date:	Jul, 2025

Purpose

Ridge Meadows College subscribes to the principles of equity, diversity and inclusion. RMC expects students to abide by the Student Code of Conduct and other related Standards when interacting with other students and/or college employees. Likewise, college employees are expected to abide by the highest standards of behaviour and to promote a safe and respectful learning environment that encourages fair treatment of all students.

Definitions

Bullying & Harassment:

- a) Includes any inappropriate conduct or comment by a person towards an employee or student that the person knew or reasonably ought to have known would cause that employee or student to be humiliated or intimidated, but
- b) Excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment, or
- c) Excludes any reasonable administrative action taken towards a student to enforce college rules and procedures.

Discrimination: Discrimination is defined by the B.C. Human Rights Code and is specific to the Indigenous identity, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.

Employee: An employee of School District No. 42 and/or Ridge Meadows College, including but not limited to staff, instructors and paid contractors.

Statement

Any inappropriate behavior, whether conducted by a student or a college employee, should be reported in writing to the student services department, the appropriate program chair or to the college manager. Inappropriate and disrespectful conduct include, but are not limited to:

- Bullying (including cyber-bullying)
- Assault (verbal or physical)
- Verbal abuse
- Harassment
- Discrimination
- Other violent acts or threats

Examples of conduct or comments that might constitute bullying and harassment include verbal aggression or insults, calling someone derogatory names, harmful hazing or initiation practices, vandalizing personal belongings, and spreading malicious rumours. This also includes conduct through electronic communication.

Inappropriate behaviour may take place on or off college property.

All reported cases will be addressed through either the use of Standard 4006 – Student Code of Conduct (for cases involving two or more students), or Standard 5001 – Conflict Resolution (for cases involving one or more students, and one or more college employees).

Ineligible Actions

Not every unpleasant interaction, instance of disrespectful behaviour, or workplace conflict constitutes bullying and harassment. Examples of behaviours that may not constitute bullying and harassment, if undertaken in an appropriate manner, include expressing differences of opinion, offering constructive feedback, guidance, or advice about work-related behaviour and performance, and making a legitimate complaint about someone's conduct through established procedures.

Related Standards

- 4006: Student Code of Conduct
- 5001: Conflict Resolution
- 5004: Information Technology Appropriate Use
- 5005: Employee Conduct
- 5007: Equity, Diversity and Inclusion
- 5009: Sexual Orientation and Gender Identity or Expression
- 5011: Accessibility

Related Rules

- 4006R: Student Code of Conduct Rules
- 5001R: Conflict Resolution Rules
- 5010R: Sexual Violence & Misconduct Rules

Reference

This standard is derived from the School District No. 42 policy 7210: Workplace Discrimination or Bullying and Harassment. Should there be any discrepancy between this standard and the School District policy, then the School District policy shall supersede this standard. The current version of policy 7210 can be viewed here: <https://www.sd42.ca/board-of-education/policy-manual/>