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Standard Number:	<b>5009</b>	Effective Date:	<b>Jan 1, 2024</b>
Standard Title:	<b>Sexual Orientation and Gender Identity or Expression</b>	Last Updated:	<b>Dec 6, 2023</b>
Standard Category:	<b>Human Resources</b>	Next Review Date:	<b>Jul, 2025</b>

## Purpose

Ridge Meadows College is committed to being a safe place for people of all sexual orientations and gender identities. RMC expects students and employees to abide by the principles of equity, diversity and inclusion and does not tolerate discrimination. RMC promotes a safe and respectful learning environment that encourages fair treatment of all students.

## Definitions

### Bullying & Harassment:

- 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
- Excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment, or
- 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.

Sanction: an academic sanction is a penalty imposed on a student when academic or code of conduct violations have been determined to have taken place. Sanctions may take many different forms.

Sexual Orientation and Gender Identity: An inclusive term that applies to everyone, whether they identify as lesbian, gay, bisexual, transgender, queer, two-spirit, heterosexual or cisgender (identifying with the same gender that one was assigned at birth).

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## Statement

The right to study and work in an environment free of discrimination, prejudice and harassment is guaranteed under the Canadian Charter of Rights and Freedoms and the BC Human Rights Code. RMC is committed to supporting and enforcing these rights so all members of the college community can work together in an atmosphere of mutual respect and appreciation of individual differences. Ridge Meadows College does not tolerate bullying, harassment, intimidation or discrimination on any basis including a person's actual or perceived sexual orientation, gender identity or gender expression.

RMC believe all sexual orientation and gender identity minority students, instructors and staff have the right to:

1. Fair and equitable treatment
2. Have their confidentiality protected and respected
3. Self-identification and determination
4. Freedom of conscience, expression and association
5. Be fully included and represented in a positive and respectful manner
6. Have equitable access to the same supports, services and protections provided to heterosexual students and employees
7. Have avenues of recourse, without fear of reprisal, available when they are victims of bullying, harassment, prejudice, discrimination and/or violence (whether verbal or physical)
8. Feel that their unique identities, families, cultures and communities are included, valued and respected within all aspects of the college environment.

Any student or employee at the college who does not comply with this standard will be held accountable and subject to discipline or sanction as outlined in the applicable college standard.

## Related Standards

- 4006: Student Code of Conduct
- 5001: Conflict Resolution
- 5005: Employee Conduct
- 5007: Equity, Diversity and Inclusion
- 5008: Respectful Treatment
- 5010: Sexual Violence & Misconduct
- 5011: Accessibility

## Related Rules

- 4006R: Student Code of Conduct Rules
- 5001R: Conflict Resolution Rules

- 5010R: Sexual Violence & Misconduct Rules