



Pathway to Higher Education

Anti-Bullying Policy

Policy Statement

The objective of the policy is to create a climate of understanding and mutual respect where each Student feels a part of IIHS community.

IIHS has adopted this Human Rights and Anti-Bullying Policy to ensure ethical and respectful treatment for all Students by other Students.

Definitions

Bullying: means the severe or repeated use by one or more Student of a written, verbal, electronic or other form of expression, a physical act or gesture or any combination of them if it is directed at another Student if it has the effect of or is reasonably intended to have the effect of:

- Causing physical or emotional harm to another Student or damage to another Student's property,
- Placing another Student in reasonable fear of harm to himself or herself or damage to his or her property,
- Creating a hostile environment at IIHS for another person,
- Infringing on the legal rights of another person at IIHS, or
- Materially and substantially disrupting the education process or the orderly operation of IIHS;

Code: Means the *Human Rights Code* (R.S.O. 1990) which is the provincial law specifically governing human rights in Ontario;

Discipline: IIHS will investigate any and all allegations for harassment promptly, in accordance with the law, and free from Reprisal, as defined under the *Human Rights Code*.

Harassment: Means improper comment or conduct based on one or more of the prohibited grounds listed in the *Code*, that a person knows or ought to know would be unwelcome, offensive, embarrassing, or hurtful;

IIHS Community Members – All Staff, Faculty, Students and Visitors to our campuses and classrooms, both virtual and in-person;

Student: means Student or prospective Student.

Where to Report

See **Sara Sadedin** (Sara.Sadedin@ilac.com) at IIHS if there are any questions or concerns about this Policy.

How the Policy is Applied

IIHS has a **zero-tolerance** policy for harassment or bullying. IIHS will not tolerate, ignore, or condone any form of discrimination or harassment and is committed to promoting appropriate standards of conduct at all times, consistent with the provisions of the Code. In any event, IIHS shall protect the integrity and safety of Students or anyone else within IIHS's community who feels unsafe as a result of bullying behaviour.

May Result in Immediate Expulsion

While IIHS shall seek to have a policy of graduated discipline except in the most serious of circumstances, all Students at IIHS are responsible for respecting the dignity and rights of other IIHS Community Members. Bullying and harassment constitute Student misconduct at the more serious end of the discipline spectrum.

Harassment Free School

IIHS will take any and all reasonable steps available to ensure a harassment-free environment, including barring the harasser from its facilities.

Online Bullying, Harassment, and Social Media

Harassment and bullying will not be tolerated on or off campus to the extent that such conduct compromises a respectful and harassment free environment at IIHS. For example, online (social media, e-mail, or otherwise) harassment or bullying by a Student or an Employee at IIHS will not be tolerated and will be treated as if it occurred on campus.

Enumerated Grounds: without limitation (as any and all prohibited enumerated grounds under the *Code* apply), the following prohibited grounds of discrimination and any combination of these grounds will specifically not be tolerated, apart and aside from any harassment or bullying issue:

- (a) Race;
- (b) Citizenship;
- (c) Sexual Orientation;
- (d) Ancestry;
- (e) Creed;
- (f) Age;
- (g) Place of Origin;
- (h) Sex (including pregnancy);
- (i) Marital Status;
- (j) Colour;
- (k) Gender Identity or Gender Expression;
- (l) Family Status;

- (m) Ethnic Origin;
- (n) Disability;
- (o) Record of offences;
- (p) Association or relationship with a person identified by one of the above grounds;
- (q) Perception that one of the above grounds applies;
- (r) The raising of a concern related to harassment or discrimination based on one of the grounds mentioned in this policy.

Any other enumerated ground of discrimination that becomes an enumerated ground while a student is enrolled at IIHS.

“Bullying” Standards may be Adopted: IIHS may, at its discretion, be governed by at least some of the principles applying to public elementary schools, to determine whether instances of “bullying” (which may fall short of or be different from “harassment”) have occurred.

Obligation to Report: Students must report any alleged form of discrimination, harassment, or bullying to any manager or director of IIHS, as soon as they become aware of an issue.

Discrimination: discrimination, as used in this Policy, is any practice or behaviour, whether intentional or not, which has a negative impact on an individual or group because of personal characteristics or circumstances unrelated to the person’s abilities or the employment or service issue in question (e.g., disability, sex, race, sexual orientation). Discrimination may arise as a result of direct differential treatment, or it may result from the unequal effect of treating individuals and groups in the same way. Either way, if the effect of the behaviour on the individual is to withhold or limit full, equal and meaningful access to goods, services, facilities, employment, housing accommodation or contracts available to other members of society, it is discrimination.

Duty to Accommodate: this refers to the legal obligation of an organization to take steps to eliminate disadvantages caused by systemic, attitudinal, or physical barriers that unfairly exclude individuals or groups protected under the Code. It also includes an obligation to meet the special needs of individuals and groups protected by the Code unless meeting such needs would create undue hardship.

Supporting Documents, Related Policies

IIHS Policies and Procedures Manual/IIHS Course Calendar