

ST. THOMAS UNIVERSITY HARASSMENT AND DISCRIMINATION POLICY QUICK REFERENCE GUIDE

St. Thomas University is committed to creating and maintaining a safe and secure work and study environment for all employees and students, and in which all employees and students are protected from harassment, discrimination, and/or retaliation.

DISCRIMINATION

Discrimination is the act of treating a person or group unequally, regardless of intent, by imposing unequal burdens, obligations, disadvantages, or preferences based on a person's race, colour, national origin, place of origin, ancestry, creed or religion, age, marital status, family status, sex (including pregnancy), sexual orientation, gender identity or expression, physical disability, mental disability, social condition, or political belief or activity, or any other grounds covered by the New Brunswick Human Rights Act.

HARASSMENT

Objectionable or offensive behaviour that is known (or ought reasonably to be known) to be unwelcome. Harassment may be personal, sexual, or discriminatory in nature and may include bullying, intimidation, verbal or physical abuse, abuse of authority, etc.

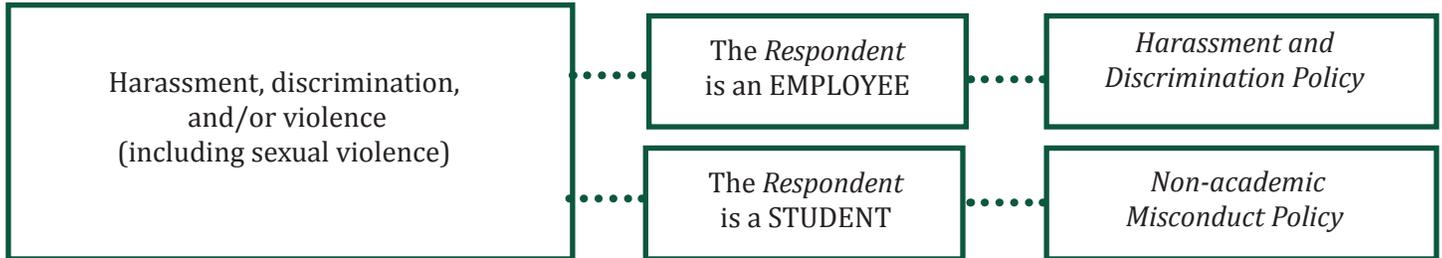
EXAMPLES OF PERSONAL HARASSMENT	EXAMPLES OF SEXUAL HARASSMENT	EXAMPLES OF DISCRIMINATORY HARASSMENT
Communication that is inappropriately harsh or condemning, abusive and offensive language, threatening gestures, yelling, bullying, ridiculing, using derogatory names, or threatening in a manner that negatively impacts University work, studies, or participation in campus life.	Crude, offensive, or sexually suggestive remarks, gender-based insults and taunting, sexual gestures or leering, and humour based on stereotypes, directed at a person because of their gender, gender identity, gender expression, or sexual orientation.	Unwelcome remarks, jokes, innuendoes, or taunting based on the grounds covered by the <i>New Brunswick Human Rights Act</i> .
Hazing (such as harmful or humiliating initiation rituals).	Unwanted and unsolicited sexual advances (e.g., innuendoes and suggestive remarks inviting intimacy and sexual contact) and physical contact (e.g., unwanted contact of a sexual nature such as patting, touching, kissing, pinching, or brushing against, and sexual assault).	Displaying of sexually explicit, racist, or bigoted ethnic pictures or materials.
Serious and/or repeated rude, degrading, or offensive remarks, such as teasing about a person's physical characteristics or appearance, put-downs or insults.	Solicitation of sexual activity by expressed or implied promise of reward or threat of reprisal.	
	Coerced sexual relations.	

SCOPE

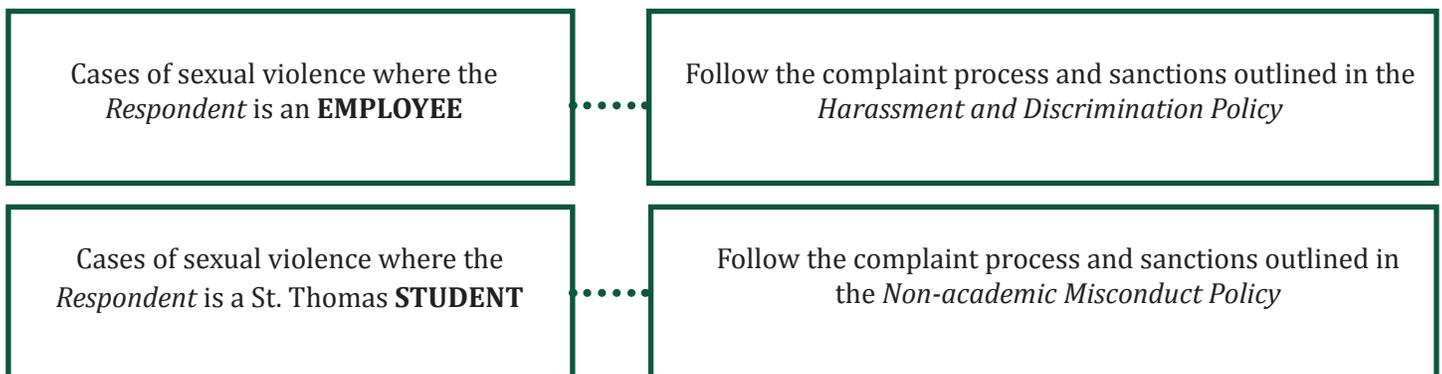
The following policies were established to ensure a safe and secure work and study environment for all students and employees of St. Thomas University:

- [Harassment and Discrimination Policy](#)
- [Non-academic Misconduct Policy](#)
- [Policy on Sexual Violence](#)

WHICH POLICY DO I USE?



Although the *Policy on Sexual Violence* confirms St. Thomas University's position on sexual violence and details prohibited conduct, it does not provide complaint procedures to be followed in issuing sanctions in cases involving allegations of sexual violence.



RESOURCES FOR STUDENTS

There are a number of campus and community supports available for students affected by harassment, discrimination, and/or violence (including sexual violence). Find a list of resources and supports at STU.ca/harassment-discrimination-policy.

PRIVACY AND CONFIDENTIALITY

All persons involved in the processes under this Policy must maintain privacy and confidentiality of information except as may be required to carry out functions outlined in the Policy. The identities of participants may be disclosed if required to pursue a resolution under the Policy, to meet the requirements of procedural fairness, to meet the requirements of collective agreements, or if required by law.

WHAT TO DO IF YOU EXPERIENCE OR WITNESS HARASSMENT/DISCRIMINATION

Any person who is in search of information as to what resolution options exist, may seek the assistance from any of the resources listed below.

Contact information for the following people can be found at [STU.ca/harassment-discrimination-policy](https://www.stu.ca/harassment-discrimination-policy)

- Harassment and Discrimination Officers
- Harassment and Discrimination Policy Administrator
- Director of Human Resources

One of the roles of the Harassment and Discrimination Policy Administrator is to receive, review and process complaints under this Policy. Any instances of harassment or discrimination that are within the scope of the Policy will be resolved through either an informal resolution process, mediation, or investigation. Please refer to the [Policy](#) and the [Complaint Procedure Flowchart](#) for more information about these processes.

QUESTIONS?

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