



PREVENTION OF HARASSMENT, DISCRIMINATION AND BULLYING POLICY 201

APPENDIX A

Examples of Harassment, Discrimination and Bullying

Bullying includes but is not limited to the following behaviours:

- persistently and excessively criticizing and scrutinizing the victim's work without justification;
- spreading malicious rumours;
- belittling the victim's opinions;
- spying on or stalking the victim;
- tampering with the victim's desk, workspace or belongings;
- excluding or ignoring the victim;
- undermining or sabotaging the victim's work by, say, setting unreasonable deadlines or withholding key information;
- engaging in physically abusive or aggressive behaviour such as pushing, hitting, spitting, finger pointing or aggressively invading the victim's personal space.

Discrimination includes but is not limited to the following behaviours, where the purpose or effect of the behaviour discriminates against a person on the basis of, or because of: age, ancestry, colour, criminal conviction that is unrelated to employment or intended employment, ethnic origin, family status, sex (including gender identity and gender expression) mental disability, physical disability, political beliefs, race, religion, and sexual orientation or other possible grounds. Examples include,

- Denying raises, benefits, promotions, leadership opportunities or performance evaluations;
- Preventing any person from using College facilities or services;
- Making determinations regarding a person's salary;
- Instigating or allowing an environment that is unwelcoming or hostile.

Harassment includes but is not limited to the following behaviours, where the purpose or effect of the behaviour discriminates against a person on the basis of, or because of: age, ancestry, colour, criminal conviction that is unrelated to employment or intended employment, ethnic origin, family status, sex (including gender identity and gender expression) mental disability, physical disability, political beliefs, race, religion, and sexual orientation or other possible grounds. Examples include,

- words, gestures, actions, jokes, or innuendoes, the natural consequence of which is to humiliate, ridicule, insult or degrade;
- threats, coercion, Bullying or intimidation;
- actual or threatened physical assault;
- displaying or circulating offensive pictures or other material;
- persistent rudeness, taunting, patronizing or ostracizing;
- deliberately 'outing' a gay, lesbian, bisexual, or transgender individual.

Sexual harassment includes but is not limited to the following behaviours:

- unwanted touching or physical contact;
- unwelcome sexual flirtations, advances or propositions;
- sexually suggestive, obscene or degrading comments or gestures;
- offensive jokes or remarks of a sexual nature;
- leering or staring;
- displaying or circulating pictures or other material of a sexual nature (however, the legitimate study, display, use or distribution of topics, material or art forms of a sexual nature that are within appropriate academic norms is not sexual harassment);
- unwelcome questions or remarks about a person's sex life, gender, appearance, clothing, sexual orientation, etc.;
- express or implied promise of reward in return for complying with a sexually-oriented request;
- reprisal, or express or implied threat of reprisal, for refusing to comply with a sexually-oriented request.

Sexual orientation-based harassment or discrimination can include:

- Intimidating or derogatory gestures;
- Gay-bashing and other forms of physical or sexual violence, assault or threats of violence;
- Negative or derogatory comments, innuendo, insults or slurs about gay, lesbian, bisexual, two-spirited, transgender and/or queer persons;
- Offensive nicknaming or name-calling;
- Privileging of heterosexuality as everyone's assumed orientation "unless known otherwise";
- Silencing of talk about sexual diversity or treating topics of gay, lesbian, bisexual, two-spirited, transgender and/or queer issues differently than other issues;
- Forcing people to "come out" or stay "in the closet" against their wishes;
- Linking homosexuality with pedophilia or child abuse;
- Written threats or derogatory emails;
- Homophobic graffiti or posters;
- Assuming non-heterosexual persons "recruit" others to join their sexual orientation;
- Negative stereotyping of particular groups based on their sexual orientation;
- Assuming that sexual orientation is solely about sexual practice, is a "lifestyle choice" or is an orientation less valid than heterosexuality;
- Literature that promotes hatred towards persons based on their sexual orientation;
- Assuming that all gay people have AIDS or are responsible for the spread of it.

Gender identity-based harassment or discrimination can include:

- Calling people names such as: she male, tranny, fag, dyke, drag queen/ king
- Taunting people by suggesting they don't know what gender they are
- Intimidating or derogatory gestures
- Privileging of cisgendered experience
- Assuming that cisgender experience is the norm
- Outing people as transgender/transsexual
- Written threats or derogatory emails
- Negative stereotyping of trans people.
- Assuming that a transsexual is not a "real" woman or man as people who are cisgender
- Literature that promotes hatred toward people based on their gender identity