



Policy Update

Harassment and Discrimination



This Policy supports the **prevention of harassment and discrimination at Queen's** and outlines procedures on **how to report**. **We are all responsible** as members of this campus community to create an environment that is free of harassment and discrimination.

WHAT IS HARASSMENT?

Comments or conduct which is known, or ought to be known, to be **unwelcome**, such as:

- **Discriminatory** harassment (e.g. sexist jokes, microaggressions)
- Harassment by **provocation** (e.g. publicly inciting hatred)
- **Sexual** harassment (e.g. unwanted advances)
- **Workplace** harassment (e.g. bullying, abuse of power)

WHAT IS DISCRIMINATION?

Treating a person or group in a particular way, or failing to make an accommodation for a person or group because of a characteristic that is protected under the **Ontario Human Rights Code**. This:

- Does **not** have to be **intentional**
- Can be **direct, indirect or systemic**
- Can be based on association with a **protected group**
- Includes **failure to accommodate your needs** based on any protected grounds

WHAT IS THE SCOPE OF THIS POLICY?

The Policy applies to **all members** of the Queen's community – students, employees, faculty, visitors, and volunteers.

It covers harassment, discrimination and reprisal that happens:

- On **university property**, or
- At a **university activity** or on **university business**, or
- When a university community member is **representing** or claiming to represent Queen's or an organization affiliated with Queen's, or
- When the conduct adversely affects **participation in the university's living, learning, or working environment**, including **online and digital spaces**, or
- When the university believes the conduct creates a **risk to the health and safety** of a Queen's community member in Queen's living, learning, or working environment.



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HOW DO I REPORT?

- An individual who has **experienced** harassment and/or discrimination can file a **complaint**.
- An individual who **witnesses or becomes aware** of harassment and/or discrimination is encouraged to submit a **report**.
- **Human Rights Advisory Services** can help you prepare a complaint/ report.

You can find the appropriate **complaint/ reporting form** on the University Secretariat's website. The University Secretary chairs the **Intake Assessment Team**.

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WHAT IS THE PROCESS?

- Complaints and reports go to the **Intake Assessment Team** that determines whether it will be further looked into, and whether **interim measures** or **an early resolution** are appropriate.
- Complaints and reports from students are normally referred to the **Non-Academic Misconduct Intake Office** (NAMIO) which then refers the case to the **Student Conduct Office**.

For more details on the process:

- Check out **@QueensSSCE** on Instagram
- Visit **queensu.ca/studentconductoffice**
- **Attend a learning session** available to students, club leaders and other student groups to learn more about the policy

DO YOU NEED SUPPORT WITH THIS POLICY?

Connect with a **peer** educated in this policy through **BIPoC Talk**

Connect with **University-wide resources** for information about the policy:

- **Harassment & Discrimination Overview**
- **Human Rights Advisory Services**
- **University Ombudsperson**

Connect with **Student Affairs teams** that tailor services to equity-deserving students, including:

- **Four Directions Indigenous Student Center**
- **The Yellow House**
- **Queen's University International Centre**
- **Faith and Spiritual Life**
- **Support Services & Community Engagement**