



DISCRIMINATION, BULLYING AND HARASSMENT PREVENTION

breastfeeding and childbirth, and will be so interpreted under this policy.

Harassment based on a prohibited ground of discrimination: Behaviour directed towards another person that is abusive or demeaning, including a direct or indirect reference to a prohibited ground of discrimination, and would be viewed by a reasonable person experiencing the behaviour as interfering with the person's participation in a university-related activity or as creating an intimidating, humiliating or hostile environment.

Members of the university community: The following are considered members of the University community for this policy:

- All employees and students of the university;
- Any person appointed by the university (whether or not that person is an employee), or engaged in activities arising directly out of the operations of the university;
- Persons employed under contracts with university faculty members as the employer, who provide research or administrative services directly supporting faculty members' research activities;
- Members of the Board of Governors;
- Anyone residing on campus; and Service providers, contractors, independent societies and associations operating on campus, and their employees, agents and visitors.

Retaliation: Retaliation is an adverse action taken against a member of the university community for:

1. having invoked this policy or procedures in good faith whether on behalf of oneself or another individual;
2. having participated or cooperated in any investigation under this policy or procedures; or,
3. having been associated with a person who has invoked this policy or participated in the procedures.

University-Related Activity: Any activity directly related to or arising out of the operations of the university at any location. All activities on the university's campuses are university-related unless they are within the exclusive control of either separately incorporated organizations or an organization/group external to the university that does not fall within the definition of members of the university community.

