

## PEARSON COLLEGE UWC

### NON-DISCRIMINATION AND ACCOMMODATION POLICY

In keeping with Canadian culture, federal and provincial laws, the BC Child, Family and Community Service Act, the BC Human Rights Code and the ethos of the United World Colleges movement, Pearson College UWC is committed and obliged to provide a safe and respectful environment for all its youth, child and adult populations; and all employees, volunteers, students, and other campus residents of Pearson College UWC.

The College is committed to providing a respectful working, living and learning environment that is free of discrimination, supportive of personal growth and achievement and one that upholds the dignity, self-esteem and fair treatment of all members of the College Community, including employees, volunteers, students, campus residents, contractors and visitors. This commitment represents the right and responsibility of every member of the College Community.

This Policy is adapted in furtherance of the College's commitments, set out above, and in compliance with the College's obligations under the British Columbia Human Rights Code. The Policy shall therefore be interpreted in accordance with applicable legislation and jurisprudence.

This Policy is an adjunct to the *Respectful Community Policy* and other related Pearson College UWC policies and documents including the *Gender-Diversity Policy*, the *Incident Protocols*, *Emergency Procedures* and the *Student Handbook*.

It is the responsibility of the Head of College to ensure that all adult and youth members of the College community are familiar with this Policy. To this end, all members of the community will be required to participate in ongoing training and education in support of this Policy. They will also be required to annually review and sign a copy of this Policy. All new employees, volunteers, students, and other campus residents must read in full and sign this Policy.

#### **Discrimination:**

Discrimination is defined as differential treatment based on a person(s)'s race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, age, sex (including gender, sexuality or pregnancy), sexual orientation, gender identity or expression or a criminal conviction unrelated to employment that results in an adverse impact up that person as a result of the differential treatment.

Discrimination includes practices, policies and attitudes that have, whether by design or impact, the effect of limiting an individual's or a group's equal access to opportunities generally available to others because of attributed rather than actual characteristics. It is not a question of whether the differential treatment is motivated by an intentional desire to obstruct someone's potential. Or whether it is the

accidental by-product of affecting certain individuals or groups in a disproportionately negative way based on a prohibited ground, then the policy or practice is discriminatory, unless it is justifiable under the British Columbia Human Rights Code (for example, if it constitutes a bona fide occupational requirement).

To this end, Pearson College UWC provides its employees, volunteers, students, and other campus residents, visitors and contractors with a working, learning and living environment that is free of discrimination on the basis of race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, age, sexual orientation, gender expression, gender identity, political belief or criminal or summary conviction unrelated to an individual's employment or intended employment except where there is a bona fide occupational requirement.

### **Complaint Procedure**

If an individual believes themselves to be the subject of discrimination a Complaint may be filed in accordance with the procedures in the *Respectful Community Policy* section 4.1.

All members of the College community can assert their rights under this Policy without fear of reprisal, and a complaint of discrimination made in good faith under this Policy shall not negatively affect them.

Complainants should be aware that there is also a range of external options available to them such as contacting the local RCMP and/or the BC Human Rights Tribunal <http://www.bchrt.bc.ca/>. The College does not defer through this process any claims that may or may not be made through the BCHRT, WCB or the courts and any deadlines for filing in these tribunals are independent of the process set out herein. The College may apply for a deferral or stay of proceedings pending a resolution of the process under this Policy.

### **Accommodation Procedure**

Members of the College Community who have accommodation issues are encouraged to contact their supervisor, Houseparent, Advisor, teacher, the Head of College or their designate.

Pearson College UWC is committed to its obligation to comply with all accommodation obligations under British Columbia Human Right legislation.

All efforts will be made to accommodate the needs of members of the College community. Accommodation measures will vary and will be designed in accordance with the circumstances of the situation and the needs of the individual. For example, accommodation may include such actions as permission to miss classes due to religious observance of Holy Days, permission to use a transmitter as part of a hearing device to accommodate a hearing impairment, additional time to submit an assignment due to a medical condition and identification of allergens which might not be appropriate in certain student's houses.

In cases where a member of the College requires the assistance of a service animal, such assistance will be permitted in student housing if the service animal is trained to perform tasks to help the student overcome limitations resulting from a disability. In these cases, all employees, volunteers, students, and other campus residents will be trained in appropriate behaviour with the service animal in order that it is able to conduct its work. The College will ensure that appropriate and respectful terminology is always used when working with or referring to people with disabilities.

Confidentiality will be exercised in all cases where an accommodation is made and only those who need to know will be involved in the process of determining the accommodation.

I hereby confirm that I have read and understood the *Non-Discrimination and Accommodation Policy*; and I confirm my full commitment to upholding this Policy.

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Signature: Employee, Volunteer, Resident, Student

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Date:

This Policy is available through Operations and Administration.

This Policy will be reviewed and if necessary renewed, every three years by College Administration and the Board of Directors.

Cross Reference: *Respectful Community Policy*

Revised – June 2017

Revised – 25 April 2016

Issued – April 2012