

University Procedure
Operating Standard
Guideline/Form

- i. unwelcome and inappropriate verbal, written, graphic or physical conduct, or coercion

The name of the Complainant and the Respondent and the circumstances of the Complaint will not be disclosed to any person except where disclosure is necessary

The Associate Vice-President (Human Resources) will:

- a) ensure that a Harassment Awareness training program is developed and updated and that Employees, Academic Staff Members, Appointees, and Postdoctoral Scholars are notified, as required by section 4.19;
- b) provide support and advice to individuals raising issues of Harassment or questions or concerns relating to Harassment; and
- c) respond to Complaints in accordance with this policy.

The Protected Disclosure Advisor will:

- a) provide support and advice to individuals raising issues of Harassment or questions or concerns relating to Harassment; and
- b) respond to Complaints in accordance with this policy.

The Student Conduct Office will:

- a) provide support and advice to individuals raising issues of Harassment or questions or concerns relating to Harassment; and
- b) respond to Complaints in accordance with this policy.

Managers, supervisors, and deans will:

- a) provide support and advice to individuals raising issues of Harassment; and
- b) direct Complaints to the Associate Vice-President (Human Resources), the Student Conduct Office or the Protected Disclosure Advisor in accordance with this policy.

Campus Security will:

- a) provide support and advice to individuals raising issues of Harassment; and
- b) direct Complaints to the Associate Vice-President (Human Resources), the Student Conduct Office or the Protected Disclosure Advisor in accordance with this policy.

Individuals will:

- a) be familiar with this policy and act in accordance with it.

[Code of Conduct](#)

[Student Non-Academic Misconduct Policy](#)

[Workplace Violence Policy](#)

[Workplace Investigation Procedure](#)

[Protected Disclosure, Procedure for](#)

[Student Non-Academic Misconduct Procedure](#)

[Alberta Human Rights Act](#), RSA 2000, c A-25.5

December 2, 2015	Approved. This policy replaces the Sexual Harassment Policy (1990)
January 1, 2016	Effective.
May 14, 2018	Editorial Revision. Updated Student definition.
January 1, 2020	Editorial Revision. Updated format and links.
April 17, 2023	Editorial Revision. Updated "ODEPD" definition to PDRI.