

# STUDENINONACADEMI@/ISCONDUCIPOLICY

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Category:	Replaces:	Next Review:
Administration	A10.02.02; formerly	2030 Apr
	Standards of Student Conduct	

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This policy is not intended to prohibit the respectful expression of differing viewpoints or peaceful protest; nor is it intended to fetter Students **(heir free pursuit of scholarly knowledger engagement infrank discussion of controversial issueis)** their coursework provided that such pursuits and discussions are conductive dativil and respectful manner.

## Application of Other College Policies

Conduct that violates this policy may also violate other College policies, such as but not limited to the following:

- For discrimination on grounds protected under the BC Human Rughts see also the Human Rights policy;
- For violence or the threat of violence that is sexual in nature, including sexual harassment, see also the Sexual Violence and Misconduct Prevention and Repptic send
- For all other forms of violence or the threat of violence, see also the VioPeneovention and Response policy.

Where Nonacademic Misconduct is alleged of a Student who is alsonaployeeand the allegation relates to the Student's conduct while actimgthe capacity as amtiployee, another College policy and/or procedure may apply, including, where appropriate, relevant collective agreement provision(s) and protections.

### C. DEFINITIONS

Bullying and HarassmentSee 'Non-academidMisconduct' below.

College Community: All College Employees, Students and Board member, and any other person who is contractually bligated to comply with College policy.

College Property:In addition to the College's physical campusses tresand Studen Housing; includes, for the purposes of this policy, technology and technological spaces as online learning platforms and social media networks that are relied upon by Stuents and/or Enployees in the completion of their studies and/or work.

College-related Event or Activity. Any type of activity conducted under the auspices of the College at any location, includin Student Housing and online or virtual locations (e.g., instruction, practicums, co-op or work experience placements, international field schools, rts events, artistic performances and Student club activity; events and activities held on College



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- 4. Students and other members of the College Community who file a Complaint regarding an incident of Nonacademic Misconduct can expect the College to provide the following:
  - Compassion, dignity and respect the handling of the Complaint and any subsequent Investigation;
  - Sensitivity in the handling of personal information about the limits of confidentiality with respect to an Investigation into a Complaint;
  - Timely information about available College s



in a particular type of behaviourestricting access to a specific campus or specific areas of CollegeProperty;and/or suspending/placing on leave from the College or both of theParties.

Such interim measures will be precaution **any** ther thandisciplinary and should therefore, remainin place for as short a time as possible

9. Complaints of Non-academic Misconduct magvolve confidential and sensitive information the College recognizes its responsibility to avoid or minimize circumstances that might reasonably be expected to cause pracipants distressso that those who may have experienced Magademic



## Safety Planning

Any member of the College Community affected by an incident of **adad**emic Misconduct may request a safety plan. Students or other **n**Employee members of the College Community may contact the Director, Safety, Security and Risk Management (SSRM). Employees may contact the Associate Vice President, Human Resources.

Reporting Alleged/iolations of this Policy

The College encourages and expects members of the College Community to report incidents of alleged Noracademic Misconduct promptly, regardless of whether the person reporting the alleged violation experienced or witnessed the conduct, when either the ucctrices not been addressed directly and informally by the person(s) affected, or the person(s) affected are not satisfied with the outcome of any attempt at direct and informal resolution.

Members of the College Community may consult with the Director MSS the Vice President, Student



appropriate Collegeus port Personto participate in a supportive role alongside them during any informal resolution process.

- For Students, thisumport Person will normally be the duglas Students' Union Ombudsperson, a College Counselor or a person from Indigenous Student Services;
- For unionized Employees, thisport Person will normally be a steward or union representative;
- Fornon-unionized Employees, the support Person willnormally be another administrator.

The person facilitating or mediating the informal resolution process may consider requests for others to serve asupport Persons they are particularly encouraged to consider intersectional factors of vulnerability and/or systemic barriers faced by persons from underrepresented or marginalized groupsed to be receptive to inclusion of otheupport Persons where such inclusion would serve to lessen such barriers or marginalization

4. TheComplainant or Respondent may withdraw their participation from an information process at any time.

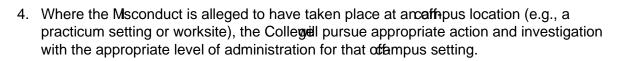
Submittinga Complaint of Alleged NoacademidMisconduct

If the matter cannot be resolved informally, or if the affected mber(s) of the College Communitydo not wish to pursue informal resolution Complaint may be filed in accordance

- Where the Complainant has attempted to resolve the alleged violation(s) informally, the details about and results of those efforts; and
- Any relevant documents, such **tex**t messages, emails or social media communications.
- 4. Where the Complaint involvers ore than one Respondent, Complainants are encouraged, to the extent practicable, to address allegations abeach Respondersteparately
- A Complainanthas the right to withdraw a Complaint at any stage of the process. However, the College may continue to act on the issue(s) identified in the Complainte it is obligated by law or policy to do so

#### Initial Review of Complaints

 Upon receipt of a Complint, the Responsible Administrator (Rw) within two (2) business days respond to the Complainant to acknowledge peipt of the Complaint and conduct an initial review to determine whether any immediate interim measures are ware and ensure the safey of all Parties in the workinglearning and/or living nvironment, pending full review of the Complaint. Where interim measures are warranted, the College will put



5. TheCollegewill advise participants in the investigation of the option to have aposite Person present for interviews:

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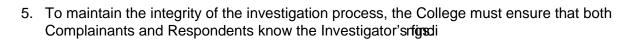
- For Students, this Support Personil normally be a representative of theouglas Students' Union, a counselor or a person from Indigenous Student Services.
- For unionized maployees, this Support Personill normally be a steward or Union representative.
- Fornon-unionized Employeesthis Support Person will normally be someon from the Human Resources department from the same Employee group as the participant.

The Investigator has discretion to consider requests for others to serve past Persons. Investigators are encouraged to consider intersectional factors with erability and/or systemic barriers faced by persons from underrepresented or marginalized groups, and to be receptive to inclusion of other Support Persons where such inclusion would serve to lessen such barriers or marginalization.

- 6. Investigations (including the preparation of the Investigator's report) will be completed expeditiously, and normally ithin twenty (20) businessdays of an Investigator's receipt of a Complaint. If during the course of an investigation the Investigator believes that the second be met, the Investigator will contact the Complainant, the Responsible Administrator (Rassoon as possible to inform them of the revised timeline. Where the RAwho received the Complaint is conducting the investigat RAwill also notify other College administrators (e.g., the Director, Safety, Security and Risk Management or Vice President, Student Affairs as appropriate.
- 7. Investigations are not advers-6.6 (t)-2.9 9ad f EMCL Tw 0.22t8.6 (o)-6.s93 (s)-1.3Td ().5d13 /MCID 36

- b. Meeting separately with or requesting further information from the Complainant;
- c. Meeting separately with or requesting further information from the Respondent;
- d. Meeting separately with or requesting further information from any other individuals who may have information relevant to the investigation
- e. Obtaining any other evidence that may be relevant to the investigation.
- 10. At the completion of the investigation, the Investigator will submit a written report to the Responsible Administrator (RM) o appointed the Investigator Where the RAwho received the Complaint is conducting the investigation, that WA also notify other College administrators (e.g.the Director, Safety, Security and Risk Managemtert, VicePresident Student A(fra()fand/2(At)) & RA(hsa)7.9 (g)ivAewil.48 463.08 13.441.2 86.16 3 Td [ (in)2.2 (i4 (il.48 4E Tw)

- c. The Respondent will be notified of the sponsible Administrator's (Rs) decision regarding disciplinary or other measures to be taken against the Response
- d. The Respondent will be notified of the option to appeal, as described below.
- 2. If the Investigator's report determines that College policy has not been violated, the dismiss the Complaint and so notify the Complainant and the Respondent. The Complainant will be notified of the option to appeal, as described below.
- Whetheror not the Investigator's report determines that Nærcademic Misconduct has occurred, or that this and/or any other College policy has otherwise been violated, the RA may
  - a. Direct Parties to the investigation or other members of the College Community affected by the Complaint or by the investigation to participate in workshops, education or training, or recommend that they participate in mediation or restorative processes; or
  - b. Referthe Investigator's report, or the relevant portions of it, to the paopriate College authority if the RA believes that the report discloses other kinds of Misconduct or information that the Collegneay need to act on under another College policy or process.
- 4. A finding of Noracademic N/sconduct and any sanctions impedson a Respondent will form part of the Respondent's fficial Student record. The Office of Enrolment Services must be notified to



6. Under the Freedom of Information and Protection of Privacy, the College will authorize the disclosure of disciplinary actions it has taken again see spondent only if such disclosure is necessary for compelling health or safety reasons (e.g., the College will normally inform Complainants of any restrictions that may have been imposed upon the Respondent's movements or activities).

Retaliatory Action, Breaches of Confidentiality, and Complaints MaideBad Faith

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- 1. Where a member of the College Community is found to have engaged in Retaliatory Action, including filing a Complaint under this policy as an act of retaliation have breached the confidentiality requirements in this policy, the College may take appropriate disciplinary action.
- 2. Wheremember of the College Community is found to **eailed a Complaint in bad faith**, the College may take appropriate disciplinary action.