

PART F: HARASSMENT

1. PURPOSE

The purpose of Part F: HARASSMENT is as follows:

- a. To prevent behaviour by clubs that has the effect or purpose of creating a hostile, intimidating, threatening, or humiliating environment;
- b. To support ideological diversity;
- c. To promote an environment within which all members of the University Community can fully participate in respectful debate and the sharing of ideas;
- d. To create a campus environment that is free of discrimination and harassment.

Further to Club's harassment policy as stated in PART F, as members of the University Community and as agreed to under the terms of the UVSS' lease agreement with UVic for the Student Union Building, UVic's Discrimination and Harassment Policy will apply.

2. DEFINITIONS

Clubs shall not engage in harassment. Harassment is defined as the abusive, unfair, or demeaning treatment of a person or group of persons that has the effect or purpose of unreasonably creating a hostile, intimidating, threatening, or humiliating environment. It is not necessary for the club or club representative to intend for the conduct to produce feelings of fear or intimidation, only that the club or club representative Page 14 Board of Directors Policy – 2010/11 reasonably ought to have known that the conduct would cause such feelings. Further to these definitions, the following is also identified as constituting harassment:

- a. Abuses of the power that one holds over another or the misuse of authority;
- b. Behaviour that discriminates against a person or group of persons on the basis of race, colour, ancestry, place of origin, nationality, religion, family or marital status, physical or mental disability, age, sex, sexuality, gender, gender identity, or conviction for a criminal charge;
- c. Attempting to proselytise members of other religious clubs through membership lists, or during club meetings or other organised functions;
- d. Communicating with another person or group of persons by verbal, electronic, telephonic, written or visual means in a manner that harasses.

Amended BOD 2010/04/21
Amended BOD 2010/06/07