


Policy #	HR 100
Approved by:	Jennifer O'Brien
Approval Date:	October 17, 2023
Policy Holder Signature:	
Policy Holder:	Vice President, People(s) and Culture
Administrative Contact:	Chief Legal, Risk and Privacy Officer
Replaces Policy Dated:	December 11, 2018
Review Date:	5 years from approval date

Human Rights and Harassment Policy

Purpose/Rationale:

The Humber College Institute of Technology and Advanced Learning and the University of Guelph-Humber (hereafter referred to as Humber) is committed to fostering a respectful and inclusive culture in which all members of the Humber Community study, work and live free from Discrimination and Harassment. Humber has a legal and moral responsibility and accountability, to ensure that all its members are treated fairly, equitably, and respectfully, in providing a learning, working and living environment free from Discrimination and harassment.

The purpose of this Policy is to prevent Discrimination and Harassment through greater awareness of and responsiveness to human rights and Harassment complaints by ensuring they are dealt with expeditiously and effectively through consistently applied policy and procedures. In addition, this Policy affirms Humber’s commitment to a positive experience for the Humber Community with respect to human rights, equity, and inclusivity.

This Policy is guided by the Ontario Human Rights Code (the “Code”) and the Occupational Health and Safety Act (“OHSA”) as well as all other related legislation, policies and collective agreements.

This document is available in alternate format on request.

Scope:

This Policy applies to all members of the Humber and University of Guelph-Humber Community, including, all students, Work Study Students, employees, board of governors, contractors, service recipients, suppliers of services, individuals who are connected to any Humber initiative, volunteers and visitors (“Humber Community”).

Nothing in this Policy, discourages or limits a person from exercising any other legal rights they may have pursuant to any other law, including the right to file a complaint with the Human Rights Tribunal of Ontario or any other administrative law process.

This Policy does not in any way supersede any provisions that address Discrimination and Harassment in the collective agreements Humber has with various employee groups.

The Policy includes coverage of incidents of Discrimination and Harassment that occur both on and off campus, which affect Humber's Learning, Working and Living Environments. This may include Humber-related functions, such as academic placements, off-campus field trips, work or academic related travel as well as virtual environments within the Humber ecosystem, such as our Learning Management system (for example: Blackboard and Microsoft Teams), and virtual social-based environments involving the Humber Community that may be outside Humber's IT ecosystems (for example: Facebook, Snapchat and Instagram).

Definitions:

Refer to Appendix A.

Policy:

1. General

- 1.1. Humber's Learning/Working/Living Environments will be maintained free from Discrimination and Harassment as prohibited by the *Code, Accessibility for Ontarians with Disabilities Act (AODA), Sexual Violence Action Plan Act (SVAPA)* and *OHSA*, including Workplace Harassment as defined in this Policy.
- 1.2. Under this Policy, Humber upholds and supports the right to equal treatment without Discrimination based on the following "Prohibited Grounds" pursuant to the *Code*: citizenship, race, place of origin, ethnic origin, colour, ancestry, Disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, gender expression, receipt of public assistance (in housing) and record of offences (in employment), relationship, association or dealings with a person or persons identified by the aforementioned Prohibited Grounds or the perception that one of the aforementioned Prohibited Grounds applies.
- 1.3. Every member of the Humber Community has a right to equitable treatment without Discrimination and/or Harassment with respect to employment, housing, services, unions and vocational associations and contracts in accordance with the provisions of the *Code*.
- 1.4. Humber will enforce the right of its members to equitable treatment without Discrimination or Harassment and may sanction any member of the Humber Community whose behaviour violates this policy.
- 1.5. All Humber Community members have the right to express legitimate concerns about incidents of Discrimination and Harassment that they are experiencing in their education, work or residence at Humber without fear of Reprisal. Anyone who attempts Reprisal or threatens Reprisal against a person who initiates a complaint or participates in proceedings under this Policy may be subject to disciplinary action.
- 1.6. All those who are covered by this Policy are entitled and encouraged to complain about Discrimination and Harassment. Investigations will be conducted into incidents and complaints of Discrimination and Harassment that is appropriate in the circumstances in a fair and timely manner. In addition, individuals who believe they are targets of (or have witnessed) Discrimination and Harassment are not precluded from directly expressing that the behaviour is inappropriate and must stop immediately.

- 1.7. Discrimination and Harassment matters will be dealt with under the Complaint Resolution Procedure, subject to the following: Student-to-student complaints are addressed through the Code of Student Community Standards; and sexual violence (which includes Sexual Harassment) will be dealt with the Sexual Violence Policy.

2. Discrimination and Harassment

- 2.1. **Discrimination:** While not defined under the *Code*, discrimination is described as adverse differential treatment or adverse impact of a person or group based on Prohibited Grounds. According to the Ontario Human Rights Commission, it includes the following elements: 1) not individually assessing the unique merits, capacities and circumstances of a person; 2) instead, making stereotypical assumptions based on a person's presumed traits; and 3) having the impact of excluding persons, denying benefits or imposing burdens. Discrimination can occur in many ways including the following:
 - 2.1.1. **Direct Discrimination:** Actions from individuals, groups or organizations, that withhold benefits that are available to others, impose extra burdens, or directly treats an individual adversely based on Prohibited Grounds. This Direct Discrimination is often based on negative attitudes, stereotypes and bias associated with people that belong in one or more of the Prohibited Grounds.
 - 2.1.2. **Indirect Discrimination:** Indirect discrimination happens when there is a policy that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic.
 - 2.1.3. **Systemic Discrimination:** Systemic discrimination can be described as patterns of behaviour, policies or practices that are part of the structures of an organization, and which create or perpetuate disadvantage for a group of people who share a protected characteristic.
- 2.2. **Harassment:** Harassment includes Code-based harassment and Workplace Harassment. Please review complete definition in Appendix A.
- 2.3. **Sexual Harassment:** A form of sexual violence prohibited by the *Code* and *OHSA*. Please review complete definition in Appendix A.

3. Freedom of Speech

- 3.1. For detailed information regarding Freedom of Speech, please refer to Humber's Statement on [Upholding Free Speech on College Campuses Policy Statement](#).
- 3.2. Humber students, staff, and faculty represent the broad spectrum of the diverse Humber Community. Students learn best in an environment that encourages critical thinking, inquiry, and dialogue. Faculty and students have the right to discuss and to debate culturally sensitive and controversial ideas and issues relevant to the curriculum, in an open and respectful manner. Furthermore, subject to the limits legitimately imposed in a free and democratic society, they are free to present arguments, express their views, and/or dissent from the opinion of the majority without fear of Reprisal. In this environment, faculty members are required to exercise sound professional judgment and conduct, as well as intellectual integrity. Discussions, arguments, and disagreements, when conducted at Humber in an open, responsible, and respectful manner, do not constitute Discrimination and Harassment but are part of the search for truth and knowledge, and the development of mutual respect and genuine regard.
- 3.3. The persistent or vexatious use of denigrating, demeaning or abusive comments or actions which have the effect of threatening, intimidating, demeaning or harming an individual or group, or are otherwise in excess of the reasonable limits on freedom of speech in a free and democratic society, are unacceptable and cannot be justified by an

appeal to “freedom of speech.” Humber has a legal and moral responsibility and accountability, to ensure that all its members are treated fairly, equitably, and respectfully, in order to provide learning, working and living environments that are free from Discrimination and Harassment.

- 3.4. Speech that violates the law, including the *Code*, is not allowed. Speech that constitutes Harassment, a threat or hate speech is not allowed. Other context specific boundaries to freedom of expression may also apply such as those arising out of the terms of employment and collective agreements.

4. Inappropriate and Prohibited Relationships

- 4.1. The integrity of the faculty-student relationship is a key foundation of Humber’s educational mission. This relationship confers significant trust in the faculty member, who, in turn, assumes authority and accountability as an educator, evaluator, coach and mentor. The unequal institutional power intrinsic to this relationship increases the vulnerability of the student (i.e., any individual under the academic supervision of faculty), and the potential for coercion. The pedagogical relationship between a faculty member and a student must be protected from influences or activities that may interfere with learning consistent with the goals and ideals of Humber. All such relationships jeopardize the integrity of the educational process.
- 4.2. A relationship between a faculty and student of a romantic or sexual nature, regardless of Consent is prohibited, subject only to a duty to accommodate a spousal relationship that arises under the Code. The prohibition extends to sexual or romantic relations between a student and all others where there is supervisory academic and/or management responsibility.
- 4.3. No employee shall be in a direct or indirect reporting relationship with another employee with whom they have sexual or romantic relations. Employees shall disclose any such relationship to the People(s) and Culture department so the College may address the potential for conflict or perceived conflict in accordance with any entitlements arising out of the Code.
- 4.4. Non-consensual sexual or romantic relationships are prohibited. All complaints of such relationships, or any non-consensual sexual conduct, will result in an investigation pursuant to Humber’s Sexual Violence Policy. Employees, including supervisors and faculty, found to have engaged in such relationships or conduct will be disciplined up to and including termination.

5. Responsibilities

- 5.1. All members of the Humber Community have the following responsibilities:
 - 5.1.1. Foster a climate of understanding and mutual respect for the dignity and rights of everyone;
 - 5.1.2. Create and maintain an inclusive learning and working environment that respects human rights;
 - 5.1.3. Familiarize themselves with Humber’s policies, procedures and practices, and exhibit the appropriate behaviour for dealing with human rights;
 - 5.1.4. Discourage, prevent, and report Discrimination and Harassment by others;
 - 5.1.5. When made aware of human rights issues, to bring forward any concerns pertaining to Discrimination and Harassment to the Office for Human Rights & Harassment (OHH); and
 - 5.1.6. To participate in ongoing professional development education and training that enhances their ability to act in an anti-discriminatory/anti-harassment manner.

- 5.2. Responsibilities of Supervisors. In addition to the above, every person who works in a supervisory capacity (including lead hands) has the following responsibilities:
 - 5.2.1. When made aware of human rights issues, to bring forward any concerns pertaining to Discrimination and Harassment to the OHH;
 - 5.2.2. Create and foster a respectful work and learning environment that gives everybody equal rights and opportunities without Discrimination, Harassment, and Reprisal; and
 - 5.2.3. Support and provide Humber-wide leadership in the application of this Policy and related Complaints Resolution Procedure.
- 5.3. Responsibilities of the Office for Human Rights & Harassment. In addition to the above, the OHH has the following responsibilities:
 - 5.3.1. Provide ongoing education and training to prevent Discrimination and Harassment throughout Humber;
 - 5.3.2. Ensure Humber-wide compliance with the *Code*, *OHSA*, and other relevant legislations and case law;
 - 5.3.3. Support and provide Humber-wide leadership in the application of this Policy and related Complaints Resolution Procedure;
 - 5.3.4. Oversee complaints management for early resolution, investigations and Restorative Justice processes;
 - 5.3.5. Provide timely advice, guidance and consultative services on human rights matters and related issues to directing minds in responding to and supporting early/site-based resolution processes;
 - 5.3.6. Engage OHH Staff when conducting investigations, where appropriate; and
 - 5.3.7. Review potential systemic issues that Humber should address.
- 5.4. Humber is responsible for the costs of administering this Policy and processing complaints. Humber is not responsible for any legal costs incurred personally by the Complainant or the Respondent.

6. Confidentiality

- 6.1. Given the sensitive nature of a complaint, all parties concerned will make every attempt throughout the resolution of the complaint to respect the confidential nature of the information received to the fullest extent possible, including its legal obligations under the *Code*, *OSHA*, and the *Freedom of Information and Protection of Privacy Act*. However, disclosure of information related to an incident or complaint of discrimination or harassment may be necessary to investigate the incident or to take corrective action or as otherwise required by law.
- 6.2. Confidentiality does not mean anonymity. A fundamental principle of fairness is that the Respondent must be informed of who has made the allegations in both informal and formal stages. In addition, proper investigation of a complaint may require the disclosure of the identity of the complainant to third parties, including witnesses.

References:

[A Better Way Forward: Ontario's 3-year Anti-Racism Strategic Plan](#)

[Criminal Records Act \(Canada\)](#)

[Employment Equity Act](#)

[Freedom of Information and Protection of Privacy Act](#)

[Canadian Legal Information Institute](#)

[Occupational Health and Safety Act](#)

[Ontario Human Rights Code](#)

[Sexual Violence and Harassment Action Plan Act](#)

[The Ontario Human Rights Commission](#)

[Understand the law on workplace violence and harassment](#)

Appendices:

Appendix A: Policy Definitions

Appendix B: Additional Key Definitions

Appendix A: Policy Definitions

Balance of Probabilities: The standard is met if the proposition is more likely to be true than not true. Effectively, the standard is satisfied if there is more than a 50% chance the proposition is true. Simply stated as "more probable than not", this is the standard that must be met in order to demonstrate that there has been a contravention of the Policy.

Bad Faith: The opposite of "good faith," generally implying or involving actual or constructive fraud, or a design to mislead or deceive another, or a neglect or refusal to fulfill some duty or some contractual obligation, not prompted by an honest mistake as to one's rights or duties, but by some interested or sinister motive.

(Black's Law Dictionary)

OHH Staff: Advisor, Human Rights & Harassment and Manager, Human Rights, Harassment & Employment Equity

Code-based harassment: Code-based harassment is Harassment wherein any of the Prohibited Grounds identified in the Code is a factor for the Harassment.

Complainant: The person(s) who allege(s) a violation of the Policy.

Consent: The active, ongoing, informed, voluntary agreement to engage in physical contact or sexual activity. Consent cannot be given by someone who is incapacitated (such as by drugs or alcohol), unconscious, asleep, or otherwise lacks the capacity to understand or give Consent. Consent can be revoked at any time and cannot be assumed nor implied. No Consent is obtained where the Respondent induces the complainant to engage in activity by abusing a position of trust, power, or authority. The age of Consent to sexual activity is 16 years. In some cases, the age of Consent is higher (for example, when there is a relationship of trust, authority, or dependency).

(Humber's Sexual Violence Policy)

Directing Mind: In general terms, an employee who performs management duties is considered a "directing mind". Employees with only supervisory authority may be viewed as a "directing mind" if they function, or are seen to function, as representatives of the organization. Non-supervisors may be considered part of the "directing mind" if they have assumed supervisory authority or have significant responsibility for guiding employees. For example, a member of the bargaining unit who acts as a lead-hand may be considered a "directing mind."

Disability: According to the Code, Disability is defined as:

- a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or use of a guide dog, wheelchair, or other remedial appliance or device;
- b) a condition of mental impairment or a developmental disability;
- c) a learning disability or dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;

- d) a mental disorder; or
- e) an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*.

(Humber's Accessibility Policy)

Dismissed: It is determined the allegations do not constitute a *Prima Facie* case of Harassment and Discrimination, and the OHH will not address it further.

Egregious conduct: Conduct that is extremely or remarkably bad or harmful.

Frivolous: Lacking a legal basis or legal merit; not serious; not reasonably purposeful (Black's Legal Dictionary)

Harassment: Defined as engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

Harassment can include visual representations, electronic messages including emails and social media posts, written messages, and verbal and/or physical conduct. Some examples of Harassment are:

- unwelcome remarks, jokes, slurs, innuendoes or taunting;
- hazing, stalking or shunning;
- the repeated mistreatment of one employee or student, targeted by one or more employees or students with a malicious mix of humiliation, intimidation and sabotage of performance (bullying);
- displaying derogatory or offensive pictures, graffiti or materials either through printed copy or personal computer;
- verbal abuse;
- insulting gestures or practical jokes which cause embarrassment or awkwardness;
- unauthorized and/or unnecessary physical contact; and/or
- an impassioned, collective campaign by co-workers to exclude, punish and humiliate a targeted worker.

Harassment can be *Code*-based harassment or Workplace Harassment (see definitions for *Code*-based harassment and Workplace Harassment definition below)

Note: A reasonable action taken by Humber or supervisor relating to the management and direction of employees or the workplace is not Harassment. Harassment does not occur where a supervisor gives legitimate directions or instructions to an employee in the course of employment or conducts performance reviews in accordance with Humber's Faculty Evaluation Procedure, or its equivalent.

Learning/Working/Living Environment: Wherever a member of the Humber Community attends for the purpose of learning, working and living, involving activities sanctioned by Humber, including virtual environments within the Humber ecosystem, such as the Learning Management system (for example: Blackboard), and virtual social-based environments outside Humber College's IT ecosystem, such as, Facebook, Snapchat, WhatsApp, text messages, and Instagram.

Poisoned Environment: Occurs when conduct that constitutes Discrimination and Harassment as defined within this Policy unreasonably interferes with an individual's ability to learn, live and/or work by creating an intimidating, hostile, offensive or threatening environment. Depending on the impact of such conduct on the individual, one instance may be sufficient to create a Poisoned Environment for the individual or group. A Poisoned Environment can create unequal conditions of living and/or employment for the person or persons affected, interfere with an individual's learning, living and/or work performance and cause emotional or psychological stress not experienced by other individuals.

An individual does not have to be the person targeted by such conduct to experience a Poisoned Environment. A person who is subjected to overhearing racial slurs or sexually or racially offensive jokes, or viewing racially offensive cartoons or sexually explicit, suggestive or demeaning pictures may view the behaviour as poisoning the environment.

Some examples of poisoning the environment are:

- displaying graffiti, signs, pictures or cartoons which would qualify as prohibited Harassment, either through print or computers, including social media;
- making derogatory remarks about a particular gender or sexual orientation, race or religion in the classroom or the workplace;
- the repeated mistreatment of one employee, targeted by one or more employees with a malicious mix of humiliation, intimidation and sabotage of performance (i.e., bullying); and/or
- insulting gestures or practical jokes that cause embarrassment or awkwardness.

Prima Facie: According to the Ontario Human Rights Commission, a Prima Facie case in this context is one which covers the allegations made and which, if they are believed, is complete and sufficient to justify a verdict in the claimant's favour in the absence of an answer from the Respondent–employer. (Ontario Human Rights Commission)

Record of Offences: is a conviction for:

- an offence in respect of which a pardon has been granted under the *Criminal Records Act (Canada)* and has not been revoked; or
- an offence in respect of any provincial enactment.

Reprisal: A Reprisal is an action, or threat, that is intended as retaliation for claiming or enforcing a right under the *Code* and *OHSA*.

Respondent: An individual, group or organization against whom allegation(s) of a violation of the Policy is brought.

Sexual Harassment: A form of sexual violence prohibited by the *Code* and *OHSA*. Sexual Harassment includes:

- engaging in a course of vexatious comment or conduct against a person because of sex, sexual orientation, gender identity (including transgender) or gender expression, where the course of comments or conduct is known or ought reasonably to be known to be unwelcome;

- making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the person receiving the solicitation or advance and the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome; or
- a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the person.
- sexual misconduct as defined in Bill 26, Strengthening Post-secondary Institutions and Students Act, 2022

Examples of behaviors of Sexual Harassment includes but is not limited to:

- any deliberate and unsolicited sexual comment, suggestion or physical contact that creates an uncomfortable learning, working and living environment for the recipient and is made by a person who knows or ought reasonably to know that such action is unwelcome;
- unwelcome remarks, jokes, sexual innuendoes or taunting about a person's body, attire, sex, personal or social life;
- practical jokes of a sexual nature which cause awkwardness or embarrassment;
- displaying and/or distributing pornographic pictures or other offensive material of a sexual nature, either in print or electronic form;
- leering (suggestive staring) or other gestures;
- unnecessary physical contact such as touching, patting or pinching;
- expressions of gender bias which may include remarks that are discriminatory, degrading or derogatory and create a Poisoned Environment;
- Behaviour that occurs after a party has communicated to the other that they wish a relationship to end and is harassing in nature
- requests for sexual favours; and/or
- sexual assault.

Support Person: A person who may attend an investigation interview to provide support to any party to an investigation. The Support Person may not be a witness or party to the Complaint. Support Persons are not providing evidence for a party during an interview.

Substantiated: Based on a balance of probabilities, the allegation is proven to be true and violates the Policy.

Unsubstantiated: Based on a balance of probabilities, the allegation does not violate the Policy.

Without Prejudice: The course of mediation and/or conversations will not be tendered as evidence in court.

Witness: An individual who may have information regarding an allegation of Discrimination or Harassment. A Complainant or Respondent may provide the name of a Witness.

Workplace Harassment: OHSA defines Workplace Harassment as engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome or workplace sexual harassment. Workplace sexual harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace

because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Workplace harassment also includes what is often called psychological harassment or personal harassment. The comments or conduct typically happen more than once. They could occur over a relatively short period of time (for example, during the course of one day) or over a longer period of time (weeks, months or years). However, there may be situations where the conduct happens only once.

Work Study Student: A student employed in a work study program at Humber. The Work Study Program provides eligible students with the opportunity to develop transferrable skills through paid work experience on campus. (Source: <https://careers.humber.ca/work-study.php>)

Appendix B: Additional Key Definitions

Anti-Asian Racism: “In Canada, Anti-Asian racism refers to historical and ongoing Discrimination, negative stereotyping, and injustice experienced by peoples of Asian heritage, based on others’ assumptions about their ethnicity and nationality. Peoples of Asian heritage are subjected to specific overt and subtle racist tropes and stereotypes at individual and systemic levels, which lead to their ongoing social, economic, political and cultural marginalization, disadvantage and unequal treatment. This includes perceptions of being a “Yellow Peril,” a “Perpetual Foreigner,” a “Model Minority,” “exotic,” or “mystic.” These stereotypes are rooted in Canada’s long history of racist and exclusionary laws, and often mask racism faced by peoples of Asian heritage, while erasing their historical contributions to building Canada. The term Asian encompasses a wide range of identities that the very term Asian can obscure. While all may experience being “otherized,” specific experiences of Anti-Asian racism vary. Some are constantly being perceived to be a threat, some face gendered exotification and violence, some are more likely to be subjected to online hate and racist portrayals in the media, while others face Islamophobia and other forms of religious-based Discrimination.” (<https://www.canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/anti-asian-racism.html>)

Anti-Black Racism: Prejudice, attitudes, beliefs, stereotyping and Discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, such that Anti-Black racism is either functionally normalized or rendered invisible to the larger white society. Anti-Black racism is manifested in the legacy of the current social, economic, and political marginalization of African Canadians in society such as the lack of opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system. The stigma and stereotypes Black Ontarians and communities face have impacted public policies, decision-making and services. As a result, in nearly every measure of opportunity, security and fairness in our society, Anti-Black racism is felt. (*Ontario’s 3-year Anti-Racism Strategic Plan*, p.51)

Anti-Indigenous Racism: Anti-Indigenous racism is the ongoing race-based Discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada. Systemic anti-Indigenous racism is evident in discriminatory federal policies such as the Indian Act and the residential school system. It is also manifest in the overrepresentation of Indigenous peoples in provincial criminal justice and child welfare systems, as well as inequitable outcomes in education, well-being, and health. Individual lived-experiences of anti-Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous people. (<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>)

Anti-Semitism: a certain perception of Jewish people, which may be expressed as hatred and prejudice toward Jewish people. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. (International Holocaust Remembrance Alliance)

Islamophobia: The fear, prejudice and hatred of Muslims that leads to provocation, hostility and intolerance by means of threatening, harassment, abuse, incitement and intimidation of Muslims

and non-Muslims, both in the online and offline world. Motivated by institutional, ideological, political and religious hostility that transcends into structural and cultural racism, it targets the symbols and markers of being a Muslim. ([United Nations](#))

Racial/Ethno-cultural/Religious Harassment: A course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome based on race, ancestry, place of origin, colour, ethnic origin, citizenship or creed. Racial/Ethno-cultural/Religious Harassment may include, but is not limited to, the following behaviours:

- demeaning comments, unwelcome remarks, jokes, innuendoes or taunting about a person's or group of persons' race, ancestry, place of origin, colour, ethnic origin, citizenship, creed;
- displaying racist, derogatory or offensive materials, either through printed copy or personal computer;
- denial of normal co-operation with members of Humber Community because of the individual's racial or ethnic background;
- insulting gestures or practical jokes based on racial or ethnic grounds which cause embarrassment or awkwardness;
- demeaning remarks about a racial/cultural group in the presence of any individual (not necessarily a member of the group mentioned) that creates a poisoned Learning/Working/Living Environment; and/or
- using pejorative names based on race or ethnic origin.