

Resource: Preventing and Responding to Sexual Harassment

All employees, including faculty, support staff, administration, and work-study students, must complete the Sexual Violence training available on Blackboard. If you have not taken the training and require access, please email humanrights@humber.ca.

Humber's Sexual Violence Policy and Procedures can be found here:

<https://humber.ca/legal-and-risk-management/policies/general-administration/sexual-violence-policy.html>

According to the Ontario Human Rights Commission, education providers have a legal duty to prevent occurrences of and respond to students' allegations of sexual harassment. Additionally, employers have a legal duty to prevent occurrences of and respond to employees' allegations of sexual harassment.

In the Ontario Human Rights Code, sexual harassment is defined as engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. Sexual harassment can include unnecessary physical contact, for example an unwanted hug, or the telling of sexual jokes.

Humber College is committed to ensuring the safety of all its students and employees. Humber's Human Rights and Harassment Policy and the Code of Student Community Standards set out guidelines that aim towards protecting students, employees, and all members of the College community from sexual harassment. The Ontario Human Rights Commission strongly encourages education providers and employers to monitor and control their environments regularly ensuring they are free from sexual harassment.

Tips to responding and preventing incidences of sexual harassment:

1. Humber staff and employees are strongly encouraged to maintain a professional relationship with other staff and students in and out of the classroom and the workplace.
 - a. Romantic relationships between faculty and students remove all professional boundaries between them and create a perception of bias, a violation of trust, thus distorting and damaging the learning environment.
2. Respond to allegations of sexual harassment promptly and in a serious, confidential manner. Report them to humanrights@humber.ca or your supervisor/manager immediately.
3. Be mindful of all inappropriate verbal and written comments and conduct displayed in the classroom or workplace. Examples of inappropriate comments and conduct are: offensive jokes/remarks about women or men, and the display of sexually offensive pictures.
4. Familiarize yourself with Humber's Complaint Resolution Procedure.

5. Attend ongoing professional training and education on increasing safety in the classroom.