



DIGNITY AND RESPECT POLICY FOR
DOMINION UNIVERSITY
COLLEGE

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Introduction

Dominion University College recognizes the fundamental rights of its students, faculty, and staff to be treated with dignity and respect. As such, the institution has developed a comprehensive Dignity and Respect Policy to serve as a guiding framework for all members of the Dominion community.

Policy Statement:

The Dignity and Respect Policy of Dominion University College affirms that every individual within the campus community has the right to be treated with dignity and respect, irrespective of their background, identity, or characteristics. The policy stands as a strong statement against any form of discrimination, harassment, or inappropriate behavior that compromises the well-being and safety of individuals. The policy's primary focus is to foster an environment of inclusivity, where all members of the community can thrive and reach their full potential.

Objectives of the Policy:

The Dignity and Respect Policy at Dominion University College has several key objectives.

Firstly, it aims to prevent and deter discrimination, harassment, and other disrespectful behaviours by clearly defining what is an unacceptable conduct.

Secondly, it provides guidelines and procedures for reporting incidents, ensuring that individuals feel safe and encouraged to voice their concerns.

Thirdly, it promotes awareness and education on the importance of dignity, respect, and inclusivity through the provision of training programmes and resources.

Lastly, the policy seeks to establish a fair and transparent process for addressing complaints and resolving conflicts in a timely manner.

Scope and Application:

The Dignity and Respect Policy applies to all individuals affiliated with Dominion University College, including students, faculty, staff, volunteers, contractors, and visitors. It encompasses all campuses, facilities, and activities organized or supported by the institution.

This policy also extends to digital platforms, recognizing the expanding role of technology in educational settings and the corresponding need for a safe online environment.





Prohibited Behaviours:

Dominion University College's Dignity and Respect Policy explicitly prohibits any behavior deemed discriminatory, harassing, or disrespectful. This includes, but is not limited to, the following:

- 1. Discrimination:** Discrimination based on race, colour, national origin, gender, sexual orientation, gender identity, age, disability, religion, or any other protected characteristic is strictly prohibited.
- 2. Harassment:** Harassment, whether verbal, physical, or psychological, is not tolerated. This includes any unwelcome conduct that creates an intimidating, hostile, or offensive environment for individual or group.
- 3. Sexual Misconduct:** Dominion University College maintains a zero-tolerance policy for sexual misconduct, including sexual harassment, assault, or violence. Consensual relationships between individuals in unequal positions of power, such as faculty and student, are also strictly prohibited.
- 4. Bullying and Intimidation:** Any form of bullying or intimidation that interferes with an individual's academic performance, work environment, or personal well-being is against the policy.

Implementation Strategies:

To effectively implement the Dignity and Respect Policy, Dominion University College has outlined a set of strategies. These strategies include:

1. Awareness and Education: The university conducts regular awareness campaigns, workshops, and training sessions to educate all members of the institution about the policy, its goals, and the expected code of conduct. These initiatives help raise awareness of the importance of dignity and respect and provide the necessary skills to foster an inclusive environment.

2. Reporting Mechanism: The policy encourages individuals who have experienced or witnessed any form of discrimination, harassment, or disrespectful behaviour to report it promptly. A confidential reporting mechanism is in place to ensure the privacy and safety of those filing complaints. The policy emphasizes non-retaliation against individuals who come forward with such reports.

3. Investigation Process: The university has established a fair and impartial investigation process to address complaints of violations of the Dignity and Respect Policy. Trained personnel handle investigations with the utmost professionalism, sensitivity, and confidentiality. The process involves gathering evidence, conducting interviews, and reviewing any relevant documents to reach a fair conclusion.



4. **Resolution and Accountability:** Once an investigation concludes, appropriate action is taken based on the findings. This could involve disciplinary measures, further training, or reconciliation processes aimed at repairing any harm caused. The responsible parties are held accountable for their actions, ensuring that the policy's purpose is upheld.



Responsibilities and Reporting:

The Dignity and Respect Policy places responsibilities on all members of the Dominion community to uphold the principles of the policy. Students, faculty, staff, and visitors are expected to be familiar with the policy and report any violations they witness or experience.

Dominion University College ensures that a fair and rigorous complaint resolution process is in place.

Those who believe they have experienced a violation of the Dignity and Respect Policy may report their concerns to the appropriate designated official, such as the Registrar, Director of Students Affairs, Dean, Vice President or President and may escalate to the Council if the report is not taken with the seriousness that it deserves. Confidential and anonymous reporting options are available to protect the privacy and well-being of all parties involved.

Consequences:

In cases where individuals are found to have violated the Dignity and Respect Policy, Dominion University College will take appropriate disciplinary action. The nature and severity of the consequences will be determined on a case-by-case basis. Possible disciplinary actions include, but are not limited to, warnings, educational interventions, probation, suspension, termination of employment, or legal action depending on the nature and circumstances of the violation.

Conclusion:

Dominion University College's Dignity and Respect Policy serves as a clear and comprehensive framework to ensure the creation of an inclusive and safe environment for all members of the campus community. The policy's emphasis on respect and the prohibition of discriminatory, harassing, and disrespectful behaviour sets the foundation for fostering a culture of dignity within the institution. By upholding these principles, Dominion University College reaffirms its commitment to promoting the well-being and success of its diverse community.

