

What can I do about it?

If you feel you are being harassed/bullied or discriminated against, here is what you can do:

Don't pretend it's not happening. In all likelihood the problem will not go away.

If you feel safe and comfortable, speak to the person(s) about your concerns.

Don't blame yourself. You cannot control the behaviour of others.

Make notes about what is happening.

Document dates, times, locations, witnesses and details of the incidents.

Keep all email, text messages and electronic posts as they are important evidence.

Talk to:

Coordinator, HDPCRS

Your supervisor

Your manager

Your professor

The Department Head

The Dean

Your union representative

Student counselling (for students)

Employee and Family Services (for faculty and staff)

If you are accused of harassment or discrimination:

Listen

Make an effort to listen to the other person and understand their point of view.

Accept

Accept that your actions have offended them even if that was not your intention or if you think their reaction is unreasonable. Do not inflame the situation; for example, by repeating the behaviour, name-calling, denying or belittling the other person's feelings or threatening retaliation.

Act

Explain where you were coming from. If this seems difficult, get some advice before responding. See the Coordinator, your union, student counselling or Employee and Family Services.

Where can I go for help?

The Coordinator (HDPCRS) is available to answer your questions, to help informally to resolve complaints, to provide educational programs and to conduct formal investigations.

Harassment, Discrimination Prevention and Conflict Resolution Services

585-5400

respect@uregina.ca

Counselling Services (students)

585-4491 or 525-5333 (after 4:30 pm)

Employee and Family Assistance Program (faculty and staff)

352-0680 or 757-6675

Campus Security

(24 Hour Emergency Assistance)

585-4999

Women's Centre

584-1255

UR Pride Centre for Sexuality and Gender Diversity

586-8811 extension 207

Realize. **Respect** is always right.

**Harassment,
Discrimination
and Bullying
are never OK.**



University
of Regina

Harassment, Discrimination Prevention
and Conflict Resolution Services

What is Harassment and Discrimination?

Preventing Harassment and Discrimination is **everyone's** responsibility.

If you experience any of these, you do not have to endure in silence or on your own.

Harassment, Discrimination Prevention and Conflict Resolution Services is here to **promote respectful behaviour** for everyone on campus — employees and students alike.

Confidential consultations are available to anyone who feels that they have experienced inappropriate or disrespectful behaviour.

There are many possible solutions, including personal coaching, mediation, and a formal complaint process.

Make a Difference on Campus

Everyone in the U of R community has a role to play in ensuring that the University is free from discrimination and harassment. There are ways to make your workplace and place of study a positive and productive environment:

Treat others with **respect** and **dignity**

Participate in seeking **solutions**

Speak up if you experience or witness harassment and/or discrimination

Check your own beliefs and behaviours

Seek out consultation and **support**

Harassment is any inappropriate conduct, comment, display, action or gesture by a person which constitutes a threat to the health or safety of a student or employee.

Personal Harassment is sometimes referred to as “bullying”. This is unwelcome behaviour directed towards a specific person or persons which serves no legitimate purpose and would be considered by a reasonable person to create an intimidating, humiliating or hostile working or learning environment. Personal Harassment may include:

- Verbal or written abuse or threats
- Insulting, derogatory or degrading comments, jokes or gestures
- Personal ridicule or malicious gossip
- Unjustifiable interference with another's work or work sabotage
- Refusing to work or co-operate with others
- Interference with or vandalizing personal property
- Stalking
- Persistent pressuring of professors for better grades

Sexual Harassment is any unwelcome comment or conduct of a sexual nature that may detrimentally affect the work or learning environment or lead to adverse job or educational consequences for the complainant.

Examples include:

- A direct or implied threat of reprisal for refusing to comply with a sexually orientated request

- Unwelcome remarks, jokes, innuendoes, propositions or taunting about a person's body, attire, sex or sexual orientation
- Displaying pornographic or sexually explicit pictures or materials
- Unwelcome physical contact
- Unwelcome invitations or requests, direct or indirect, to engage in behaviour of a sexual nature
- Refusing to work with or have contact with employees/students because of their sex, gender or sexual orientation

Discrimination is unequal or harmful treatment of an individual or group based upon personal characteristics that are not relevant to academic abilities or job performance. They are:

- Mental or physical disability
- Age (18 and over)
- Religion or religious creed
- Family status (being in a parent-child relationship)
- Marital status
- Sex (including pregnancy and gender identity)
- Sexual orientation
- Ancestry, colour
- Race or perceived race, nationality
- Place of origin
- Receipt of public assistance (provincial)