

## Your human rights at BCIT and beyond

**Everyone has the right to a learning and working environment free of discrimination and harassment.**

The Human Rights Code (BC) as well as BCIT's Harassment and Discrimination Policy prohibit discrimination and harassment in the learning and working environment on the basis of personal characteristics. *The Human Rights Code* also prohibits discrimination in other areas of life, such as when accessing public services, facilities, or accommodation (e.g. hotels, restaurants, stores, recreation centres, government programs), or in the purchase or rental of your home.

Discrimination occurs when a person experiences an adverse impact (i.e. denied an opportunity or had a burden imposed) and their personal characteristic was a factor in that adverse impact. Discrimination also includes failure to provide reasonable accommodation for needs related to a personal characteristic.

Harassment refers to comments or conduct that a reasonable person would find unwelcome, that are based on a personal characteristic, and create an offensive environment. This includes sexual harassment.

Remember, along with the right to be free of discrimination and harassment, comes the responsibility not to discriminate against, or harass others.

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**If you think you have experienced or observed harassment or discrimination at BCIT, you are strongly encouraged to report your concerns to any of the following:**

- Your Instructor, Program Head, or Associate Dean (for students)
- [The Student Life Office](#) (for students)
- Your direct manager, or if that is the individual who is the subject of your concern, report to their manager (for employees)
- [Human Resources](#) (for employees)
- [Your Health and Safety Representative](#) (for employees)
- [Student Wellness Advocate from the Student Association](#) (for students)
- Shop steward or union representative (for unionized employees)
- [The Respect, Diversity, and Inclusion \(RDI\) Office](#) (for staff or students)

### Personal Characteristics

- Age
- Ancestry
- Colour
- Family Status
- Sex
- Gender Identity
- Gender Expression
- Indigenous Identity
- Marital Status
- Mental or Physical Disability
- Place of Origin
- Political Belief (employment)
- Race
- Religion
- Sexual Orientation
- Lawful Source of Income (tenancy)
- Unrelated Criminal or Summary Conviction (employment)

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The British Columbia Institute of Technology acknowledges that our campuses are located on the unceded traditional territories of the Coast Salish Nations, including the territories of [Skwxwú7mesh](#) (Squamish), [səlilwətaʔt](#) (Tsleil-Waututh), and [xwməθkwəyəm](#) (Musqueam).