

## Behaviours of Potential Concern

Behaviours of potential concern are those that cause concern for members of the College community that may indicate that an individual is moving toward an increasing risk of harm to self or others.

Examples of such behaviours may include, but are not limited to:

- Acts of violence
- Threats
- Excessive or intimidating expressions of violence, death or weapons in drawings, artwork, writings, spoken words, videos, personal websites or blogs
- Homicidal/suicidal expressions, actions or gestures
- Weapons (or replica weapons) on campus or recent acquisition of firearms
- Fascination or preoccupation with violence, themes of violence, or weapons
- Employees, students and users of the College should contact Security to report behaviours of potential concern

## The Threat Assessment Team

The Threat Assessment Team assists in maintaining a safe working and learning environment for our employees, students and users. The objective of the Threat Assessment Team is to assess, investigate and determine an appropriate level of response to threats and/or reports of behaviours of concern that have the potential to result in harm to the campus community. Integral to the success of the team will be the coordinated effort of all employees and students to identify and report such behaviours and threats and to work together to create and maintain a safety-oriented college.

## Situations requiring immediate reporting

The victim of violence or threats of violence or anyone observing same must immediately contact Campus Security at local 2400 or 604 527 5405 (NW) or 604 777 6254 (COQ)

At Training Centres call 911.

## Situations of inappropriate behaviours

Anyone who has been subjected to inappropriate behaviours within a classroom setting should talk to the instructor or the appropriate Dean.

The instructor may refer the complaint to the Dean who is responsible for performing an investigation.

For any serious disruptive or inappropriate event, or ongoing disruptive behaviour, a student may be suspended from class pending an investigation.

If a student is behaving in a manner that is inappropriate and/or disruptive to the learning environment an instructor may ask the student to leave the class. If the student refuses to leave, the instructor may call security for assistance.

Anyone who has been subjected to inappropriate behaviours should report such behaviours to the responsible administrator for the unit i.e., Dean/ Director or Director of Safety, Security and Risk Management.

## Situations of sexual harassment, personal discrimination

Anyone who believes he or she has been subjected to sexual or personal discrimination may contact a Harassment Advisor at 604 527 5574 to explore options for ending such behaviours or for making formal complaints.

For more details see the full College policies at douglascollege.ca.

## Support services

The College provides a number of support services for Douglas College students, users and employees who feel subjected to inappropriate behaviours. Support services may help individuals deal with personal reactions and/or direct them to relevant College policy and procedures or to external support services.

## College supports include:

Student Ombudsperson	604 527 5016
Faculty Ombudsperson	604 527 5349
Harassment Advisor	604 527 5574
Women's Centre	604 527 5148
Aboriginal Coordinator	604 527 5565
Threat Assessment Team	604 527 5828
Director of Safety, Security and RiskManagement	604 527 5828

## Counselling

New Westminster Campus	604 527 5548
Coquitlam Campus	604 777 6185

## Security

All violent behaviours or threats of violence must be immediately reported to Security.

Local 2400 (NW & COQ)	
New Westminster Campus	604 527 5405
Coquitlam Campus	604 777 6254
Training Centres	911

DOUGLAS COLLEGE

Douglas College is a respectful community

**Afraid?**  
**Intimidated?**  
**Concerned?**  
Not sure what to do?

Be informed of Douglas College policies for your safety & security

**It's your right!**

## The College's commitment

Douglas College is committed to providing a peaceful, respectful learning and working environment that is free of violence, inappropriate conduct, sexual harassment, bullying, personal discrimination and stalking.

This brochure provides information on those behaviours that are inappropriate at any Douglas College site or within any Douglas College educational program or service. Behaviours that may be considered as violence, harassment, bullying, discrimination and/or stalking are prohibited by Douglas College policies and result in disciplinary actions.

## Violence prevention

Violence is the attempted or actual exercise by a person of any physical force so as to cause injury to a Douglas College student, user or employee.

It includes any threatening statement or behaviour that gives a College student, user or employee reasonable cause to believe that he or she is at risk of injury.

## Standards of conduct

Standards of conduct address behaviours that interfere with normal College operations and/or may be considered disruptive or inappropriate by any reasonable standard. These include but are not limited to:

- a. Behaviours that create significant disruption to the learning environment and/or impede the instructional process or the delivery of College services
- b. Behaviours that create an atmosphere of hostility, intimidation, ridicule, anxiety or disrespect for others

- c. Behaviours where students/users fail to comply with reasonable direction from College employees or security personnel acting in performance of their duties at the College
- d. Behaviours that contradict published rules, regulations, procedures or common standards of safety. These include regulations/protocols for specific locations within Douglas College, such as laboratories, the library and the gymnasium, or for facilities used in partnership with other parties (e.g., Pinetree Community Centre, practicum work sites, etc.)
- e. Behaviours of a non-violent nature that endanger or threaten to endanger the health or safety of College students, employees or users present on campus, or that subject any College student, employee or user to physical, mental, written or verbal abuse, or to potential injury
- f. Behaviours that contradict standards of conduct for practicum placements, work experience placements or co-op placements as specified by course objectives, departmental policies and/or rules and regulations of the workplace
- g. Behaviours that damage, deface or destroy College property

## Sexual harassment

- a. Sexual harassment is defined as sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature:
  - that a reasonable person would find to be unwanted to unwelcome, and
  - where submission to such conduct is made explicitly or implicitly a term or condition of employment or educational progress or academic decisions, or

- where such conduct has the effect of unreasonably interfering with an employee's work performance or a student's learning environment and/or creates a hostile or intimidating (poisoned) working/learning environment
- b. To constitute sexual harassment, behaviour may be repeated or persistent or may be a single serious incident.
  - c. The legitimate study of topics of a sexual nature within the College's curriculum is not considered sexual harassment.

## Bullying

Bullying is unacceptable behaviour.

Bullying is defined as "repeated, persistent and continuous behaviour as opposed to a single negative act and is generally associated with a power imbalance between the victim and perpetrator, where the victim feels inferior." (Salin 2003)

## Personal discrimination

- a. Personal discrimination means verbal or physical behaviour, conduct or communication that is: discriminatory in nature, based upon another person's race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, criminal conviction, sex, age or sexual orientation. It is discriminatory behaviour, directed at an individual, or group of individuals that:
  - may reasonably be expected to cause substantial distress in such an individual(s), and/or
  - creates a hostile or intimidating (poisoned) working/learning environment, and

- such behaviours serve no legitimate college-related purpose
- b. To constitute personal discrimination, behaviour(s) may be repeated or persistent or may be a single serious incident.

## Stalking

Stalking, as defined in Canada's Criminal Code, is a crime called criminal harassment. The code states that no person shall, without lawful authority, knowingly harass another person by:

- a. repeatedly following another person from place to place
- b. repeatedly communicating with, either directly or indirectly, any other person known to them
- c. watching a place where the other person, lives, works or is visiting
- d. engaging in threatening conduct directed at another person or any member of his or her family

The law protects an individual even if stalking is not done with the intent to frighten.

Stalking behaviours may be subject to disciplinary actions under College policies on violence, harassment and/or inappropriate conduct.