



## **Workplace Harassment and Sexual Violence Commitment Statement**

Violence, assault, intimidation, harassment and bullying in any form will not be tolerated on CMCC premises, at any CMCC event or while conducting CMCC business, for any reason whatsoever. CMCC will investigate and deal with all incidents and complaints of workplace and sexual harassment and violence in a fair and timely manner, respecting the privacy of all concerned.

CMCC will provide information about measures and procedures to be followed by employees and students to protect themselves.

CMCC will respect an individual's privacy and will not unnecessarily intrude into the personal lives of employees or students, however, where there is awareness, or reasonably ought to be awareness, that harassment or violence would likely expose an individual to harm in the workplace, CMCC will take every precaution reasonable for the protection of the individual.

CMCC's policies related to this statement are not meant to stop free speech or interfere with everyday social relations; they are to provide guidance to distinguish any form of harassment and violence from normal, mutually acceptable socializing.

The CMCC community will work together to create and maintain a safe workplace.

### **Definitions**

Domestic violence is a pattern of behaviour used by one person to gain power and control over another with whom they have had an intimate relationship. This pattern of behaviour may include physical violence, sexual, emotional, and psychological intimidation, verbal abuse, stalking, and even using electronic devices to harass or control. Anyone can be a complainant of domestic/intimate partner violence, regardless of gender, age, race, religion, sexual orientation, economic status or education. The abuser may be a current or former spouse or partner, relative or friend.

Sexual assault describes any kind of sexual contact without mutual consent. It can include unwanted kissing, fondling, oral or anal sex, intercourse, or other forms of penetration, or any other unwanted act of a sexual nature.

Sexual harassment is defined as a course of unwanted remarks, behaviours, or communications of a sexually oriented nature and/or a course of unwanted remarks, behaviours or communications based on sex, sexual orientation, gender identity or gender expression where the person responsible for the remarks, behaviours or communications knows or ought reasonably to know that these are unwelcome. Sexual harassment can also include acts of coercion as well as consist of unwanted attention of a sexually oriented nature.

Sexual violence describes any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature that



is committed, threatened or attempted against a person without the person's consent. This includes, but is not limited to, sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, sexual exploitation, degrading sexual imagery, distribution of sexual images or video of a community member without their consent, and cyber harassment or cyber stalking of a sexual nature.

Workplace is any land, premises, location or thing at, upon, in or near which a worker works or a student studies. The workplace does not end when the worker leaves the physical space. The workplace extends to the online world.

Workplace harassment (OHS s. 1(1)) means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known, to be unwelcome. Harassment is humiliating or demeaning, offensive, insulting, intimidating, hurtful and malicious. It is not the original intent that matters, but the effect. It is behaviour in the form of words, gestures, or actions that have a negative context, deliberately diminish a person's dignity or harm their physical or psychological wellbeing. Workplace harassment may include inappropriate messages or hurtful comments on social media that are discriminatory, misogynist, or that incite violence.

Workplace violence (OHS s. 1 (1)) means the exercise of physical force by a person against a worker in a workplace, that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a workplace, that could cause physical injury to the worker; and statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

### **Scope**

This commitment statement applies to all CMCC students, employees, members of the CMCC community, visitors, and individuals representing organizations with contractual relationships with CMCC.

### **Links to related policies**

[Sexual Violence, Assault and Harassment](#)

[Workplace Violence and Harassment](#)

President:

David Wickes, DC, MA

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