
	SUBJECT: Discrimination and Harassment Policy	POLICY NUMBER: C1100	AUDIENCE: College-wide
	APPROVED BY: Senior Leadership Team	DATE APPROVED: November 30, 2022	DATE EFFECTIVE: November 30, 2022
	DEPARTMENT: Human Resources	SUPERCEDES POLICY DATED: May 19, 2021	DISTRIBUTION: Online
	REVIEW CYCLE: 3 Years	NEXT REVIEW:	Page 1 of 6
EXECUTIVE ASSISTANT TO THE PRESIDENT SIGNATURE:			

1. POLICY

- 1.01 The Canadian College of Naturopathic Medicine (CCNM) is committed to providing an intentionally inclusive learning, teaching, and working environment that is respectful and free from discrimination and harassment for all members of the CCNM community. Any discriminatory and harassing action and/or conduct will not be tolerated, condoned, or ignored at the CCNM.
- 1.02 The purpose of this Policy is to help fulfill this commitment and to uphold and maintain compliance with the *Ontario Human Rights Code* and the *British Columbia Human Rights Code* (collectively, the *Codes*).

2. SCOPE

- 2.01 The *Discrimination and Harassment Policy* (Policy) applies to all CCNM Community Members, including students, employees, patients, visitors, and other stakeholders.
- 2.02 This Policy applies to incidents of discrimination and harassment that occur between Community Members

	SUBJECT: Discrimination and Harassment Policy	POLICY NUMBER: C1100	AUDIENCE: College-wide
--	--	--------------------------------	----------------------------------

	SUBJECT: Discrimination and Harassment Policy	POLICY NUMBER: C1100	AUDIENCE: College-wide
	APPROVED BY: Senior Leadership Team	DATE APPROVED: November 30, 2022	DATE EFFECTIVE: November 30, 2022
	DEPARTMENT: Human Resources	SUPERCEDES POLICY DATED: E,2066 (E q329.4 652.92	DISTRIBUTION: Online

	SUBJECT: Discrimination and Harassment Policy	POLICY NUMBER: C1100	AUDIENCE: College-wide
	APPROVED BY: Senior Leadership Team	DATE APPROVED: November 30, 2022	DATE EFFECTIVE: November 30, 2022
	DEPARTMENT: Human Resources	SUPERCEDES POLICY DATED: May 19, 2021	DISTRIBUTION: Online
	REVIEW CYCLE: 3 Years	NEXT REVIEW:	Page 4 of 6

