

*Do you know what you can do to promote a respectful work and learning environment at Brock?*

## UNDERSTAND YOUR RESPONSIBILITIES

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Quite simply, it's about **respect and awareness**. As a member of the Brock community, you are responsible for your behaviour toward others. Monitor your own behaviour for negative impact on others. If you are uncertain about whether something is acceptable, it is your responsibility to ask. You also assume the responsibility of informing any guest that you invite to the campus about Brock's policies on conduct.

*"The highest result of education is tolerance."* ~ Helen Keller

## WHAT ELSE SHOULD I KNOW?

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If you feel you are being bullied, harassed or discriminated against, contact the OHRES to discuss the matter in confidence and to learn about your options for responding.

If you are responding to a complaint, be assured that you will have an opportunity to respond and that the OHRES will approach all complaints with objectivity and without bias.

Our goal is to solve problems and resolve conflict!

The OHRES works to promote a respectful work and learning environment at Brock University through the following initiatives:

~ Brock Diversity – peer run diversity events, such as the Purple/White Ribbon Campaign for the Prevention of Violence Against Women, Reel Life Film Festival, and Anti-Racism Week

~ Diversity events with other departments (International Services, Campus Ministries, OPIRG, Aboriginal Student Services, WISE), such as Celebration of Nations, Faith Fair, and December 6<sup>th</sup> Memorial

~ Positive Space Campaign to raise awareness and support for sexual and gender diversity on campus – please visit [www.brocku.ca/positivespace](http://www.brocku.ca/positivespace) for more information.

*To learn more about how you can help to create a respectful work and learning environment at Brock, you are encouraged to stop by the Office at DeCew Residence 221.*

Office of Human Rights and Equity  
Services

DeCew Residence, Room 221  
St. Catharines Campus  
[www.brocku.ca/humanrights](http://www.brocku.ca/humanrights)  
(905) 688-5550 ext. 5657  
[humanrights@brocku.ca](mailto:humanrights@brocku.ca)



## OFFICE OF HUMAN RIGHTS AND EQUITY SERVICES

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**Promoting a respectful work and learning environment at Brock University.**



# WELCOME TO HUMAN RIGHTS AND EQUITY SERVICES

## OUR COMMITMENT

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Brock University is committed to creating a **diverse and inclusive community**, and to providing all members of its community with a **respectful work and learning environment** that is free of discrimination, harassment and bullying.

This includes harassment and discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, gender identification, sexual orientation, age, marital status, family status and disability, in accordance with our duty to do so under Ontario and Federal law. This also includes personal harassment, psychological harassment and bullying.

## FUNCTIONS OF THE OFFICE

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The Office of Human Rights and Equity Services (OHRES) is a resource for all members of the Brock community, including students, staff and faculty for a wide variety of issues. We assist with matters of discrimination, harassment, bullying, and conflict resolution. If we can't help you directly, we'll help you make contact with someone who can. We do not advocate for either party, but take an objective role between the parties to resolve matters.

The key functions of the OHRES are to:

~ provide information and training to the community to increase awareness about the importance of promoting a respectful work and learning environment,

~ assist individuals with complaints of harassment, discrimination, and bullying to understand the range of options available for responding, and help them to pursue a resolution that works for them, and

~ administer the Respectful Work and Learning Environment Policy on campus.

The OHRES can assist you with a wide range of individual concerns, including:

~ Sexual harassment, date/acquaintance rape, sexual assault, stalking and domestic violence,

~ Human rights harassment and/or discrimination,

~ General harassment and/or bullying,

~ Online harassment via chats, email and/or website, and

~ Helping you to resolve interpersonal conflict with co-workers, classmates, roommates, or others in our community.

Contact with the OHRES is a confidential service. The OHRES will work with you to decide on an approach to resolution that works for you, often making use of

alternative dispute resolution techniques that allow the parties to rebuild their relationship in a more positive, respectful way.

## WHAT IS A RESPECTFUL WORK AND LEARNING ENVIRONMENT?

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A **respectful work and learning environment** is one in which each community member is valued for their diversity and contribution, where everyone is treated with dignity and respect, where everyone feels like they belong, and where services and opportunities are accessible to everyone. Discrimination, harassment and bullying, of any kind, have no place in such an environment. It is everyone's responsibility to create and maintain a respectful work and learning environment – we all play a part!

Brock University's Respectful Work and Learning Environment Policy defines harassment, human rights harassment, personal harassment, psychological harassment, discrimination, human rights discrimination, and bullying. It also includes behavioural examples to guide community members in understanding their responsibilities. Generally, behaviour and/or comments that make others feel uncomfortable, upset and/or afraid create a problem in our work and learning environment. The OHRES is here to help find solutions to those problems.