



POLICIES and PROCEDURES

Responsible Unit	Human Resources
Applicable to	All Staff
Date Last Updated	February 2018
Approving Sector Head	Director, Human Resources
Policy	Discrimination, Harassment, Bullying and Violence in the Workplace

Non-Discrimination

It is the policy of the University to encourage an environment of equality and equity in every aspect of University life. The University does not discriminate, according to the Human Rights Act of Nova Scotia, against any person because of age; race; colour; religion; creed; sex; sexual orientation; gender identity, gender expression, physical disability or mental disability; an irrational fear of contracting an illness or disease; ethnic, national or aboriginal origin; family status; marital status; source of income; political belief, affiliation or activity; or, an individual's association with another individual or class of individuals having such characteristics.

Please see the [StFX Discrimination and Harassment Policy](#) for further information.

Bullying and Violence in the Workplace

The University endeavors to provide its employees and students with a safe, comfortable working environment, free from harassment, bullying and intimidation. It is the goal of the University to promote a safe, respectful and productive work environment in which to deliver quality academic programs and administrative services. To this end, the University will not tolerate, condone or ignore threatening or violent behavior and/or bullying in the workplace. Please refer to the [Violence and Bullying in the Workplace Policy](#) on the HR website.

Where there is inconsistency between this information and your Collective Agreement, the Collective Agreement will prevail.