



Respectful and Fair Treatment of Students Policy

Canadian Aviation College		3539
Name of Institution		Institution Number
Respectful and Fair Treatment of Students	April 1, 2019	September 3rd, 2019
Name of Policy	Effective Date	Revision Date

Respectful and Fair Treatment of Students Policy

The following Student Rights apply to ALL students.

Student Rights

- Students have the right to pursue their education in an environment that is safe, secure and conducive to learning. Students have the right to be free from harassment, sexual harassment or violence, bullying or discrimination, indignity, injury or violence.
- Students have the right to free inquiry, expression, belief, political association and assembly, if CAC policies and procedures are not violated in doing so.
- Students have the right to due process and procedural fairness in any investigation pertaining to CAC policy or procedure.
- Students have the right to have their privacy protected, consistent with CAC policies and the privacy act.
- Students have the right to be informed of the content and requirements of their courses and programs.
- Students have the right to reasonably and legitimate access CAC buildings and facilities.

Canadian Aviation College (CAC) is committed to ensuring that its learning environment promotes the respectful and fair treatment of all students. CAC considers harassment, bullying and discrimination to be serious violations of an individual's fundamental rights. While on CAC premises or in the course of activities or events hosted by CAC, the following activities are prohibited:



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- **Harassment** - Harassment includes sexual harassment, and unwelcome comments or actions which may concern a person's race, colour, ancestry, place of origin, political beliefs, religion, marital status, family status, gender, physical or mental disability, age or sexual orientation.
- **Bullying** - Bullying includes intentional intimidation in order to force compliance or assert dominance. This also includes cyberbullying.
- **Aggressive Behavior** - Aggressive behavior can be physical or emotional. It may range from verbal abuse to physical abuse. This also includes passive-aggressive behavior.
- **Discrimination** - Discrimination includes decisions/actions based on factors irrelevant to the matter at hand. These factors may include a person's race, colour, ancestry, place of origin, political beliefs, religion, marital status, family status, gender, physical or mental disability, age or sexual orientation.
- **Misconduct** against persons or property;
- **Threats** and or threatening conduct;
- **Disruption** of activities organized by CAC;
- **Unauthorized use** of College facilities, equipment or services;
- Making **false** charges;
- Providing **false** information to CAC;
- **Refusal to comply** with disciplinary measures;
- **Defiant refusal** to comply with the direction of a CAC representative;
- **Unauthorized possession** or use of dangerous objects;
- **Alcohol or drug** use;
- **Contravention** of CAC code of conduct, or federal, provincial or municipal laws.

If under any circumstances, a prohibited activity occurs, the following outlines the process for addressing the activity:

1. If you feel that you have been subjected to harassment, bullying or discrimination, or any of the prohibited activities listed above; bring the matter to the attention of the person responsible for the conduct.
2. If you do not feel comfortable approaching the person responsible, or doing so did not solve the problem, discuss the matter with the Office Administrator, who will take immediate action (Please see CAC's Dispute Resolution and Dismissal policy).