

Institution #: 03876  
Revision date: January 24, 2024

Effective date: September 1, 2019

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## Introduction

Columbia Paramedic Academy is committed to ensuring that its learning environment promotes the respectful and fair treatment of all students.

This policy applies to all staff, students and visitors of Columbia Paramedic Academy.

All Columbia Paramedic Academy personnel and students are responsible for helping assure that we prevent harassment. Any staff or student who believes that they have witnessed harassment or is being harassed should immediately notify a trusted member of the management team, which currently includes:

Nicola Harper  
President  
[nicola@columbialearning.ca](mailto:nicola@columbialearning.ca)

Ryan Curr  
Manager, Training  
[ryan@columbialearning.ca](mailto:ryan@columbialearning.ca)

Jane Grisley  
Manager, Operations  
[jane@columbialearning.ca](mailto:jane@columbialearning.ca)

Emma Keating  
Manager, Paramedic Programs  
[emma@columbialearning.ca](mailto:emma@columbialearning.ca)

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## Policy

1. While on Columbia Paramedic Academy premises, or in the course of activities or events hosted by Columbia Paramedic Academy, the following activities are prohibited:
  - Bullying: physical, psychological, or verbal acts which may create an intimidating, offensive, or hostile learning environment.
  - Harassment: persistently irritating or otherwise offensive behaviour by an individual. This may be physical, psychological, or verbal and may include:
    - Sexual harassment: unwelcome comments, gestures or behaviours of a sexual nature that negatively affects the environment of the individual directly subjected to the harassment.
    - Coercion, intimidation, interference, retaliation, or any behaviour that causes unnecessary or undue mental stress or anxiety in an individual.
  - Sexual misconduct: any sexual act, or act that is committed, threatened, targeted or is intended to target, an individual's gender, gender identity, sexuality or gender expression, without that individual's consent. This includes sexualized violence. Examples of this include, but are not limited to: sexual assault, sexual harassment, stalking, cyberstalking,

2. These activities are prohibited regardless of whether committed by Columbia Paramedic Academy personnel, consultant, vendor, client or student and will not be tolerated.
  3. No student, staff or manager shall threaten or insinuate, either explicitly or implicitly, that a student's rejection of sexual advances will in any way influence any person's decision regarding that employee's or applicant's employment, wages, advancement, job assignment or any other condition of employment or career development.
  4. This policy also prohibits coercion, intimidation, interference or retaliation in any form against any person who in good faith brings harassment charges or who assists in the investigation of such charges.
  5. All good-faith claims of harassment will be investigated in a manner which maintains confidentiality to the fullest extent possible in light of the personal nature of the matters and the important privacy interests of all concerned.
  6. Alleged violations of this policy by any student of the institution will result in an investigation and potential disciplinary action as detailed in the Student Code of Conduct.
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### **Other Related Policies or Resources**

- Student Dispute Resolution Policy
- Student Code of Conduct
- Sexual Harassment Policy