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

## 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

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