



# College of Veterinarians of British Columbia

## Amended Non-discrimination Policy for the College of Veterinarians of BC

January 23, 2016 Council Meeting

### POLICY STATEMENT

The College will not engage in or tolerate any form of discrimination among its registrants, staff, contracted agents, council members or committee members. The College will take all necessary actions in its authority if any such actions are brought to the attention of Council.

The College strives to build and maintain an environment where choices and actions are based on a fair and reasonable assessment of facts such as ability, merit, ethical behaviour and performance.

### DEFINITIONS

For purposes of this policy, the following definitions apply:

“Discrimination” is unfavorable treatment with regard to a regulatory matter of the College or a term or condition of employment with the College, based upon:

- race
- national or ethnic origin
- colour
- religion
- age
- sex (includes protection for males and females, sexual harassment, pregnancy discrimination, and transgendered discrimination)
- sexual orientation (includes protection for heterosexual, bi- sexual, gay men and lesbian women)
- marital status and family status (includes protection if you are married, single, widowed, divorced, separated, or living common law)
- disability
- conviction for an offence for which a pardon has been granted.

Discrimination includes the denial of a request for a reasonable accommodation based upon disability or religion.

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- national or ethnic origin
- colour
- religion

- age
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- sexual orientation (includes protection for heterosexual, bi- sexual, gay men and lesbian women)
- marital status and family status (includes protection if you are married, single, widowed, divorced, separated, or living common law)
- disability
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## **COMPLAINTS**

The CVBC will promptly, thoroughly and impartially respond to all complaints of discrimination. Any individual with a complaint of discrimination should report concerns to the Registrar or to the Director of Complaints, Registration and Legal Services, either of whom will bring the matter to the attention of Council. Council will determine if any alleged violation of this policy is substantiated.

## **POLICY VIOLATIONS and CORRECTIVE MEASURES**

Substantiated instances of discrimination, as defined above, are violations of this policy and will not be tolerated by the College.

Appropriate corrective measures will be instituted for violations of this policy. Such corrective measures will be designed to stop the discrimination and to prevent future violations. Corrective measures may include disciplinary actions, including being relieved of duties and functions (Committee and Council members and volunteers), being discharged (for employees) or contract termination.

Disciplinary action for a violation of this policy will be the responsibility of Council.

## **RESOURCES**

Questions concerning this policy may be referred to the Registrar or to the Director of Complaints, Registration and Legal Services.