



Recognizing Harassment & Discrimination

Durham College is committed to ensuring a safe, respectful and inclusive learning and working environment.

Articulated through:

Harassment and
Discrimination Prevention
and Response Policy (ADMIN
202)



Guided by:

The Ontario Human
Rights Code (OHRC):

www.ohrc.on.ca/en/ontario-human-rights-code

Discrimination: Treating someone unfairly by placing burdens on them or denying them opportunities, benefits, or privileges because of a **protected personal characteristic**.

Harassment: Any distressing comment or behaviour based on a **protected personal characteristic** that is known or ought reasonably to be known to be unwelcome.

OHRC Protected Personal Characteristics

- Age
- Ancestry
- Colour
- Race
- Citizenship
- Ethnic origin
- Place of origin
- Creed
- Gender expression
- Disability
- Family status
- Marital status
- Sex
- Sexual orientation
- Gender identity

Discrimination & harassment can occur without any intent to harm!

ACCESS SUPPORT FOR A HUMAN RIGHTS CONCERNS

For immediate safety concerns call: 911 or Campus Security **905.721.8668 ext. 2400 (Oshawa)** or **905.721.3211 (Whitby)**

Step 1 - Prioritize Safety & Self Care



- Harassment/discrimination experiences can impact your physical & psychological safety.
- Share your concern with a trusted DC community member
- Check out identity-based mental health resources on our website:



Step 2 - Connect With the Human Rights Advisor

- Share your concerns
- Access academic & other accommodations
- Create a safety plan
- Obtain referrals to campus or community resources
- Understand available options for resolving your concern

Email: humanrightssupport@durhamcollege.ca



Visit: Oshawa: Rm C106, M-F 9-4

Whitby: Rm 180, Th 9-4

Phone: 905.721.2000 ext. 2855

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