RESPECTFUL AND FAIR TREATMENT OF STUDENTS

Multihexa College is committed to ensuring that its learning environment promotes the respectful and fair treatment of all students.

The following activities are strictly prohibited on Multihexa College's premises, during activities or events hosted by Multihexa College, and in any online setting connected to the College. That includes online classes, learning platforms, College email and messaging, and social media involving students or staff:

1. **Bullying**: Repeated aggressive behavior intended to harm or intimidate another individual, including verbal, physical, or relational aggression.
2. **Harassment**: Unwelcome conduct that targets an individual based on Indigenous identity, race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity and age.
3. **Discrimination**: Unfair treatment of individuals based on protected characteristics, affecting their participation or access to opportunities within the College.
4. **Retaliation**: Any adverse action taken against an individual for reporting a prohibited activity, participating in an investigation, or advocating for the rights of others.
5. **Intimidation**: Threatening behavior intended to instill fear or coerce an individual, undermining their ability to engage fully in the learning environment.

Reporting

1. **Immediate Action**: Individuals who experience or witness a prohibited activity should report it as soon as possible. Reports can be made to:
    - A designated staff member (Associate Director).
    - In the absence of the Associate Director, the report can be made to the Campus Manager.
2. **Documentation**: When reporting, individuals shall provide specific details, including the nature of the incident, the individuals involved, and any witnesses.

Timelines

The Associate Director will acknowledge a report within five business days and provide a written outcome within 15 business days. If the Associate Director is named, the report goes to the Campus Manager.

Investigation

1. **Initial Review**: Upon receiving a report, the Associate Director will conduct an initial review to assess the situation and determine appropriate next steps.
2. **Investigation**: If warranted, a formal investigation will be initiated. This may involve interviews with the individuals involved, gathering evidence, and consulting relevant documentation.

Remedying the Activity

1. **Resolution**: After the investigation, appropriate actions will be determined based on the findings. Potential resolutions may include:
    - Mediation between parties.
    - Disciplinary action against the perpetrator.
    - Support services for the victim.
2. **Follow-Up**: The Associate Director will conduct follow-up communications with the affected parties to ensure that the issue has been resolved satisfactorily and that no further incidents occur.

Confidentiality

All reports and investigations will be handled with the utmost confidentiality, ensuring that the privacy of individuals involved is respected. However, it may be necessary to disclose information on a need-to-know basis to protect the safety and rights of individuals.

Contact Information

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