

Workplace Violence and Harassment Statement

Campus Safety Services

Georgian College is committed to maintaining a work environment free from violence, threats of violence, harassment, intimidation, and other disruptive behaviour and understands that maintaining such an environment is a necessary foundational step to creating the inclusive environment we aspire to --one where everyone feels seen, heard, valued and knows that they belong. While this kind of conduct is not pervasive at our workplace, Georgian College maintains the Student and Employee Codes of Conduct procedures to help guide and support our members in the event they experience such.

In order to live our values, we commit to educating our community about the behaviours that are unacceptable, supporting each other in growing our competencies and to holding ourselves and each other accountable. We must make plain that violence, threats, harassment, intimidation, and other disruptive behaviour in our workplace will not be tolerated and that all reports of incidents will be taken seriously and dealt with appropriately. Such behaviour can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm or harassment. Individuals who are found committing such acts may be removed from the premises immediately and may be subject to disciplinary action, civil or criminal proceedings. All complaints of workplace violence and harassment will be investigated. If you observe or experience such behaviour, document it and report it immediately to a manager. Managers who receive such reports should contact Campus Safety Services to initiate appropriate action as per the college's Employee and Student Codes of Conduct procedures.

It is everyone's responsibility to make sure that harassing or violent behaviour does not enter the workplace. We need all employees' cooperation to implement this policy effectively and maintain a safe working environment. Do not ignore violent, threatening, harassing, intimidating, or other disruptive behaviour and commit to ensuring that we are working together to create an environment where everyone is safe.

PLEASE NOTE: Any incidences of violent acts that require immediate attention by police should be reported first to 911 and then immediately to security at 705-722-4000.



President and Chief Executive Officer

Feb. 17, 2026

Date