

OF NOTE

Discrimination and Harassment

The University of Alberta and the Faculty of Rehabilitation Medicine are committed to providing an atmosphere of work and student in which individuals are treated with respect and dignity. This policy has been adopted to ensure that students are not subjected to discrimination and harassment while working and studying on and off campus and further, that they do not subject those with whom they come into contact to discrimination or harassment.

Discrimination is any act or omission based on race, color, ancestry, place of origin, gender, physical or mental disability, marital or family status, religious beliefs, age, or sexual orientation when the act of omission results in loss of or limit on opportunities. Harassment encompasses the term “sexual harassment” and includes conduct or comments that are intimidating, threatening, demeaning, or abusive and may be accompanied by direct or implied threats to grade(s), status, or job. Harassment creates a hostile work or study environment and limits individuals in their pursuit of educational, research, or work goals.

Students who believe they have been subjected to discrimination or harassment are encouraged to seek assistance. Please refer to the University’s GFC Policy Manual—[44. Discrimination and Harassment Policy and Procedures and the University of Alberta Reasonable Accommodation Policy](#).