



## Haven Foundation Policy

### **Respectful and Fair Treatment of Students**

*This policy is intended to cover students registered in the Certificate in Haven Counselling Skills (Cert HCS), Diploma in Haven Counselling Skills (Dip HCS) or Diploma in Haven Group Facilitation (Dip HGF).*

The Haven is committed to ensuring that its learning environment promotes the respectful and fair treatment of all students. The core curriculum of The Haven is based on the understanding that each person is coming from their individual context, and that their interpretation of concepts such as 'respectful' and 'fair' are self-defined. In the context of this policy, a mutual understanding of 'respectful' and 'fair' is created through dialogue. At The Haven, we define respect and fairness by the willingness to enter into open, constructive and bounded dialogue.

In the context of The Haven, everyone is responsible for maintaining a respectful learning environment, including students, assistants and program leaders. A learning environment which fosters self-responsible, relational living requires the freest possible exchange of information, ideas, beliefs and opinions in diverse forms, and it necessarily includes the dissemination and discussion of controversial topics and unpopular points of view. Respect for the value of freedom of expression and promotion of free inquiry are central to The Haven's mission.

However, these freedoms cannot exist without an equally vigorous commitment to recognition of and respect for the freedoms of others, and concern for the well-being of every member of the Haven community. Self-responsible, relational living embraces active concern and respect for others, including their ability to participate meaningfully in the exchange of information, ideas, beliefs and opinions. Freedom of expression and freedom of inquiry must be exercised responsibly, in ways that recognize and respect the dignity of others, having careful regard to the dynamics of different power relationships and responsibilities. A respectful and fair environment is a climate in which the human dignity of each individual is valued, and the diverse perspectives, ideas and experiences of all members of the Haven community are able to flourish.

This policy applies to students, program leaders and assistants and includes both the The Haven's physical location as well as virtual space. This policy does not limit an individual's right to make enquiries or register a complaint with any external agencies.

The Haven provides a learning environment where discrimination, harassment and violence will not be tolerated. The management of The Haven (the Executive Director or designate) reserves the right to

dismiss an individual at any time before, during or after a program on the grounds laid out in the Dismissal Policy.

Students, program leaders and assistants are expected to:

- Share the responsibility of establishing and maintaining an environment of respectful and fair behavior.
- Make every reasonable effort to prevent, identify, and report any actions of discrimination, harassment, or violence that have been committed or that they reasonably believe may have been committed.
- Act in compliance with all applicable laws and regulations.

To report disrespectful or unfair treatment, follow the steps outlined in the Student Dispute Resolution Policy.

Related policies: Dismissal Policy, Student Dispute Resolution, Sexual Misconduct.

## Definitions

**Discrimination and harassment** - includes any unwelcome behavior or communication directed towards a person or members of an identifiable group based on a prohibited ground of discrimination, as defined by the BC Human Rights Code.

**General harassment** – includes any unwelcome verbal or physical behavior that unreasonably interferes with learning or creates an intimidating, hostile or offensive learning environment. General harassment can also include bullying.

**Violence** - means any incident where the attempted or actual conduct of a person causes an individual to be physically or mentally harmed, abused, threatened, intimidated or assaulted. Violence may be expressed verbally, through written or electronic communications, through actual or threatening physical contact or gestures.