

What is Harassment?

Harassment is engagement in a course of vexatious conduct or comment that is known or reasonably known to be unwelcome. It can include pushing, slapping, threats, jokes, comments, and other forms of physical and emotional assault.

Harassment can be on an individual or group basis and it can be one incident or several.

Harassment can look like hazing, exclusion, derogatory comments, inappropriate jokes, and more.

What can you do?

Contact the Equity, Diversity, and Inclusion officer for support!

The [Acadia Equity](#) page also has information and resources for you.

What is Discrimination?

A person discriminates where the person makes a distinction, whether intentional or not, based on a characteristic (or perceived characteristic) that has the effect of imposing burdens, obligations, or disadvantages on an individual or a group not imposed upon others.

The protected characteristics outlined in the Nova Scotia Human Rights Act are as follows:

- Race
- Ethnic, National, or Aboriginal origin
- Age
- Gender Identity
- Sex
- Gender Expression
- Marital Status
- Family Status
- Disability (mental and physical)
- Source of Income
- Political Belief, Affiliation, or activity
- Creed
- Sexual Orientation
- Color
- Religion
- Association with protected individuals or groups
- Irrational fear of contracting an illness

HARASSMENT DISCRIMINATION AND THE EDI OFFICE

EDI
Office
2021

Acadia's Policy Against Harassment and Discrimination

The objectives of this policy are to prevent discrimination, sexual harassment, and personal harassment from occurring, and to provide procedures for handling complaints and imposing discipline when they do occur.

The policy outlines what constitutes harassment and discrimination, as well as what to do when they occur.

The policy provides definitions for roles on campus, as well as information regarding what processes exist for students, faculty, and staff to follow when they are faced with harassment and/or discrimination on Acadia's campus.

Here is where to find the policy:
[Acadia University's Policy Against Harassment and Discrimination](#)



Human rights are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status.

Where is the Equity, Diversity, and Inclusion office?

Bancroft House
Room 103

Wolfville, NS, B4P 2R6

Visits are by appointment only.

How do I make an appointment?

Contact the Equity, Diversity, and Inclusion Officer Polly Leonard,

MSW, RSW (she/her) at:

Email: equity@acadiau.ca

Phone: 902-698-2487

Social Media/Website



@acadiauniversityequity

Website - [Acadia Equity](#)

Training

Training is available for faculty, staff, administration, and students alike.

There is anti-oppression training, anti-racism training, safer space training, and more, provided by the Equity, Diversity, and Inclusion officer!

Resources

The EDI officer is responsible for supporting staff, faculty, and students and ensuring that Acadia's campus remains free from harassment and discrimination of any kind.

On the website for the EDI office, there is a list of resources for everyone, including toolboxes for anti-racism and anti-oppression.