



INCLUSIVE COLLEGE COMMUNITY POLICY

Policy Area:	Administrative		
Policy Number:	ICCPL_2606N_AD/PSV		
Policy Sponsor:	College Human Resources Officer		
Policy Contact:	Associate Director, Equity Diversity and Inclusion		
Stakeholders:	Employees and Students		
Authority:	<i>College and Institute Act</i> <i>BC Human Rights Code</i>		
Approval Authority:	Executive Team		
Approval Date:	June 9, 2026		
Effective Date:	July 31, 2026		
Replaces or New:	New		
Last reviewed:	2026	Scheduled review date:	June 2031

Procedures:	<i>None</i>
-------------	-------------

1. Policy Statement

Okanagan College is committed to fostering an Inclusive College Community that supports the participation of Students and Employees to study and work in an inclusive and safe environment where Diversity is valued, respected, and supported. The College is committed to adhering to all related legislation and regulations, such as the B.C. Human Rights Code and the Accessible BC Act.

This policy confirms Okanagan College's commitment in the Inspire Plan to an Inclusive College Community through:

- a) Embracing and embedding the core values of Equity, Diversity, Inclusion, and Social Justice (EDISJ) throughout our community.
- b) Advocating for fairness, equitable opportunities, and ethical conduct.
- c) Fostering a welcoming environment that supports a sense of Belonging.
- d) Removing barriers that have prevented historically disadvantaged groups from achieving their full potential.

- e) Recognizing that Diversity and Inclusive practices are essential for excellence in education, research, academic discourse, and community engagement.

2. Purpose

This policy guides how we work, make decisions, and treat each other at the College. It provides a lens through which subsequent policies and procedures are developed and interpreted, ensuring that Equity, Diversity, Inclusion, and Social Justice (EDISJ) are integral to decision-making processes at Okanagan College.

3. Scope and Application

- 3.1 This policy applies to Students, Employees, the Board of Governors, and other members of the College Community, while engaged in College-Related Activities. This policy is not intended to interfere with the rights and obligations under any related legislation or in the Collective Agreements, including those relating to academic freedom.
- 3.2 Demonstrating commitment and action toward a more equitable, diverse, and Inclusive College Community requires awareness, reflection, and active learning. As such, application of this policy will focus on providing the education, resources, and support to meet the responsibilities as outlined. All Students and Employees are expected to familiarize themselves with this policy and apply it in their daily learning, work, and interactions.

4. Definitions

Belonging	Means an individual or group of individuals is supported, respected, welcomed, and valued for their identity and unique traits that make them different from each other.
College	Means Okanagan College.
College Community	Means all students, employees, volunteers, contractors and the Board of Governors.
College-Related Activity	Means an activity occurring on College property (including in student housing), at College sanctioned events or conducted under the authority of the College. To be a College-Related Activity the activity must have a real and substantial connection to the College, or College-related functions, whether the activity occurred on College property, in person or online. In exceptional circumstances, incidents which do not occur on College property, or at College sanctioned events and are not conducted under the authority of the College may still be found to have a substantial connection to the College where they adversely affect the course of learning, teaching, or work, and may fall within the scope of this policy.
Employee	Means any person employed by (or who has an appointment with) the College.
Equity	Means recognizing systemic power and privilege within Canadian society and addressing biases and barriers that limit equitable access to resources and opportunities for all.
Human Rights	Means everyone is born with the right to a life of equality, dignity and respect, and the right to be free from unjust or prejudicial treatment due to personal characteristics such as race, age, or sex. Within British Columbia, Human Rights

are protected by layers of legal structures (international, federal, and provincial) that guide how people should be treated by governments and organizations as well as how people should treat each other. The BC Human Rights Code defines and prohibits discrimination, hate speech, and other actions that limit equality, dignity and respect for people.

Diversity	Means acknowledgement that each person is unique, and their individual differences are respected.
Inclusion	Means an organizational effort and practices aimed at ensuring different groups and/or individuals having different backgrounds are culturally and socially accepted and welcomed.
Social Justice	Means recognition that societal systems were built to perpetuate the power and influence of select groups or individuals and will continue to do so without conscious effort to actively break down these systems in society.
Student	Means any person enrolled as a student at Okanagan College.

5. Guiding Principles for an Inclusive College Community

The College is committed to incorporating the following principles as applicable to support an Inclusive College Community:

- 5.1 Acknowledge and address biases, underlying beliefs and values, assumptions, stereotypes and barriers as articulated in the definitions of EDISJ that can inhibit opportunities in work and learning environments
- 5.2 Welcome, embrace, and foster positive, informed, and inclusive attitudes towards each other.
- 5.3 Actively work to provide environments where Employees, Students, and other members of the College Community do not experience discrimination and harassment at the College; and when such incidents occur, ensure situations are managed in a timely and consistent manner in accordance with the principles set out in this Policy.
- 5.4 Provide accessible opportunities to enable all members of the College Community to voice their perspectives in decision-making.
- 5.5 Continuously review College and departmental structures, systems, procedures, policies and processes to ensure they reflect these Principles of Inclusion as our understanding develops.
- 5.6 Develop curriculum and research practices that support EDISJ and an inclusive and welcoming environment.
- 5.7 Provide accessible environments, equipment and resources.
- 5.8 Create and sustain a welcoming environment that reflects social and cultural Diversity, which includes but is not limited to signage, art, ceremonial spaces, language, and inclusive cultural practices and protocols.

6. College Community Responsibilities

- 6.1 All members of the College Community share the responsibility to cultivate an environment that supports an Inclusive College Community. Further Student responsibilities are outlined in the *Student Non-Academic Misconduct Policy*. Further Employee responsibilities are outlined in the OC Competencies, *Employee Discrimination, Bullying & Harassment Policy* and the *Code of Conduct Policy*.
- 6.2 All members of the College Community are required to comply with all relevant legislation related to Human Rights and discrimination, bullying and harassment.
- 6.3 All members of the College Community are responsible for learning about and applying the Guiding Principles detailed in this Policy.
- 6.4 Employees with leadership and supervisory responsibilities have a particular responsibility to model and demonstrate commitment and action toward a more equitable, diverse, and Inclusive College Community through:
 - a) Intentionally reviewing, implementing, and championing changes to structures, systems, policies and procedures, and processes to address disadvantage and underrepresentation.
 - b) Ensuring that College documents and other media within their departments use inclusive language and imagery that reflect the College's diverse social and cultural spectrum.
 - c) Developing appropriate departmental and unit plans that reflect the Principles Guiding an Inclusive College Community.
 - d) Taking action to create an open organizational environment that acknowledges and embraces diverse perspectives.

7. Related Acts and Regulations

Accessible BC Act
BC Human Rights Code
Canadian Human Rights Act
Canadian Charter of Rights and Freedoms
Employment Standards Act – British Columbia
Occupational Health and Safety Regulations

8. Supporting References, Policies, Procedures and Forms

Policies

Accessibility: Academic Accommodation for Students Policy
Accommodation for Employees Policy
Admissions Policy
Code of Conduct Policy
Employee Discrimination Bullying and Harassment Policy
Privacy Policy
Safe Disclosure Policy
Sexual Violence and Misconduct Policy
Student Complaint Policy
Student Non-Academic Misconduct Policy

References

- Accessibility Plan 2026-2029
- Inclusive Community Plan 2025-2030*
- Inclusion Lens Framework
- OC Competencies
- OC Indigenous Strategic Framework*

History / Revisions

Date	Action
2026-06-09	Approval by Executive Team: <i>Inclusive College Community Policy (ICCPL_2606N_AD/PSV)</i>