

# wellnessNEWS

Ideas to help you *LIVE WELL* from the ENCANA WELLNESS CENTRE

## humanRIGHTS

Human Rights Services at Mount Royal promotes a healthy, inclusive environment of respect and dignity for all students, faculty and employees of the College community. This means individuals should be treated with fairness and dignity, feel accepted and safe, value privacy and confidentiality and refrain from offending others. Mount Royal prohibits discrimination and harassment on the basis of race, physical disability, place of origin, source of income, age, ancestry, marital status, religious belief, gender, family status, sexual orientation, colour and mental disability. For more information regarding Human Rights, contact Judy Collins at [jcollins@mtroyal.ca](mailto:jcollins@mtroyal.ca) or 440.6076.

★ "Human beings have a host of emotional needs. If all these needs had to be described in one word, it would be RESPECT."  
Wulcan Ury, negotiator specialist.

## positivespace

Mount Royal's Positive Space Initiative aims to promote understanding and respect for sexual orientation and gender diversity. The initiative raises awareness and challenges the patterns of silence that continue to marginalize lesbian, gay, bisexual, transgendered, two-spirited and queer individuals. Their goal is a campus free of discrimination on the basis of sexual orientation and gender identity. The initiative welcomes new committee members or volunteers. Please contact Scharie Tavcer at 440.6383 to find out more.

**Check out the website:** [www.mtroyal.ca/positivespace](http://www.mtroyal.ca/positivespace)

## Promoting a harassment-free college

Everyone is responsible for promoting a respectful and inclusive work and learning environment by being respectful of each other, being thoughtful about how you communicate with others and being positive in your interactions with those around you.

### What is considered inappropriate?

Here are some examples:

- 1 Written or oral statements including voice mails or e-mails that threaten. Use of profanity.
- 2 Aggressive or hostile behaviour that harms, disrupts, threatens, injures, instills fear or causes physical harm or property damage.
- 3 Visual examples i.e. unsuitable calendars or screen savers.
- 4 Many things can be considered unwelcome or offensive, including: jokes, innuendo, posters, touching, leering, e-mail, invading personal space, etc.

### Procedures for handling complaints:

- ★ Try to express your concern immediately. It is best, if you feel comfortable, to explain your concern directly to the person causing the discrimination/harassment, and ask him/her to stop.
- ★ If you feel comfortable, contact your supervisor or the Department Chair.
- ★ Make an appointment with the Human Rights Advisor (440.6076) to discuss your concern in a non-judgemental and confidential manner and assist you in identifying options. You may also contact the Human Resources Department or an executive member of the Mount Royal Faculty Association, Mount Royal Support Staff Association or the Students' Association of Mount Royal.
- ★ After hours, contact Campus Security at 440.5900.

The Human Rights Advisor, representing the EnCana Wellness Centre, supports the campus community with a variety of activities: classroom presentations on promoting respectful environments; educational workshops such as 'Dealing with High Conflict People,' a panel presentation on 'Considering the Issue of Violence on Campus,' guest speaker events such as 'Western Impressions of Islam' and with promotional activities and displays.

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