

Respectful & Fair Treatment Policy

Vancouver Film School (VFS) is committed to providing a safe, healthy, and secure environment for all students, employees and visitors. We value the physical and emotional well-being of all individuals in the VFS community.

All members of the VFS community are encouraged to promote a learning and working environment characterized by encouragement, integrity, mutual respect, professionalism, recognition of achievement, and social responsibility.

Respectful and Fair Treatment

VFS is committed to promoting the respectful and fair treatment of all students and staff. Students have the right to study, and employees have the right to work, in an environment that is free from physical, verbal and sexual harassment, sexual and gendered violence, bullying, and discrimination.

The Respectful & Fair Treatment Policy is not confined to the school/workplace but extends to all work or study related settings such as conventions, shows, festivals, or school social events that take place off the premises and outside of normal working hours or class schedules. This policy extends to all students and alumni, staff, contractors, clients, and others who conduct business on VFS premises and visitors.

Prohibited conduct includes, but is not limited to:

- Injuring another person physically.
- Engaging in written, verbal or physical behaviour, including but not limited to, harassment and bullying that creates a reasonable fear of injury; this includes the use of any method of communication such as e-mail, Facebook, Twitter, comments posted on websites or social media, or through other sources of electronic media.
- Engaging in discriminating behaviour based on race, ethnicity, gender, sexual orientation, or other protected statuses.
- Committing injurious or threatening acts related to sexual assault, dating or domestic violence, sexual harassment, or gendered violence.

Harassment

Students have the right to study – and employees have the right to work – in an environment that is free from physical and verbal harassment and/or assault. Prohibited conduct includes, but is not limited to:

- Injuring another person physically.
- Engaging in verbal or physical behaviour that creates a reasonable fear of injury to an identifiable person. This includes the use of any method of communication such as e-mail, comments posted on websites, social media, or other electronic media.
- Engaging in threatening or violent behaviour based on race, ethnicity, gender, sexuality, sexual orientation, or other protected status.

Harassment is against the law and Vancouver Film School does not tolerate it. VFS strives to maintain a harassment-free workplace and study environment and forbids its employees and students from engaging in activities which may be regarded as harassment, sexual or otherwise. This policy extends to all students, management, staff and contractors, clients, visitors, or others who conduct business on the premises of VFS. This policy is not confined to the school/workplace but extends to all work or study-related settings such as conventions, shows, festivals, or school social events that take place off the premises and outside of normal working hours or class schedules.

VFS has a system in place for making and investigating complaints, imposing penalties, and granting remedies. Individuals who are found to be in violation of VFS' harassment policy will be investigated and may be subject to penalties including but not limited to suspension and dismissal. Should you have a complaint, please contact Educational Administration at edadmin@vfs.com.

Gendered Violence

Gendered Violence is defined as an act or actions that reinforce gender inequalities resulting in physical, sexual, emotional, economic, or mental harm. This violence includes sexism, gender discrimination, gender harassment, biphobia, transphobia, homophobia and heterosexism, intimate partner violence, and forms of sexual violence. This violence can take place on any communication platform (e.g., graffiti, online environments, and through the use of phones or other personal electronic devices).

VFS has a system in place for making and investigating complaints, imposing penalties, and granting remedies. Should you have a complaint, please contact VFS Educational Administration at edadmin@vfs.com.