

COLLEGE OF PODIATRIC SURGEONS OF BRITISH COLUMBIA
ADMINISTRATIVE POLICIES

ANTI-DISCRIMINATION POLICY

PREAMBLE

This is a corporate administrative policy of the College of Podiatric Surgeons of British Columbia.

GENERAL PRINCIPLES

As a regulatory body, the College has a duty to ensure that its processes, decisions and actions are based on rational, fair and objective standards and processes, and to seek to prevent discriminatory conduct in the course of the regulation of registrants in their practice of podiatric medicine.

The College will take appropriate action when allegations of such behaviour on the part of College employees, Board or committee members or other agents, are brought to the attention of the College and substantiated. Discrimination in any form on the part of the College will not be tolerated.

WHAT IS DISCRIMINATION

For the purposes of this policy, “discrimination” is unfair standard, process or treatment in a regulatory function of the College or employment with the College, based upon:

- race or national or ethnic origin
- religion
- age
- sex (relating to gender, sexual harassment, pregnancy and transgenerness)
- sexual orientation (includes heterosexuality, bi- sexuality and homosexuality)
- marital or family status (includes married, single, widowed, divorced, separated or common law)
- disability (mental or physical)
- conviction for an offence for which a pardon has been granted,

and includes denial of a request for reasonable accommodation for a disability or religion grounds.

COMPLAINTS

Complaints of discrimination should be made in writing to the Registrar or to the Board. The College will promptly and impartially respond to all complaints.

PROVEN OFFENCES

Where conduct contrary to this policy is established, the College will take appropriate measures that are designed to prevent repeated or other future violations. These can include loss of appointment (committee members and inspectors), relief from duties and functions (Board members) and termination (for employees).

CONTACT INFORMATION

Questions concerning this policy may be referred to the Registrar or to the Board.