



GUIDELINE

SUBJECT/TITLE: How Instructors Can Support Undergraduate Students Who Report Abuse in the Learning Environment (Medicine Hat College and Calgary Site)		PAGE: 1 of 2
RELATED POLICY:		DATE ESTABLISHED:
AUTHORIZATION: Practice, Policies and Procedures Committee Undergraduate Programs Committee Nursing Council (For Information)	DATE LAST REVIEWED: May 9, 2022 March 25, 2019 June 20, 2019	DATE LAST REVISED: May 25, 2019

Both the University of Calgary/Medicine Hat College and the Faculty of Nursing endeavor to create and maintain a positive and productive learning environment where students, faculty and staff are treated with respect, and conflict is addressed in a positive and respectful manner. As a member of the Faculty of Nursing, we all share a responsibility to act on concerns brought forward by students.

DEFINITION:

In this document:

“Abuse” means a consistent pattern of mistreatment that causes either physical or emotional harm. It could include but not limited to: verbal, nonverbal, psychological, physical abuse, humiliation, intimidation or any other treatment, which may diminish the sense of identity, dignity and self-worth. Includes, electronic forms of contact (cyberbullying or cyber harassment).

“Faculty Member” includes anyone who teaches in or for the faculty of nursing.

PURPOSE:

To foster a respectful and supportive learning environment within the Faculty of Nursing that contributes to the safety and security.

To outline a process and resources available for instructors when a student reports that they have experienced or witnessed abuse.

To highlight zero tolerance of abuse or bullying within the faculty.

PROCESS:

If a student discloses abuse, the following is recommended:

- Ensure everyone involved is safe and appropriate medical / emotional support is provided and appropriate authorities are notified.
- Reporting and documenting (OARS, WCB, Incident/Injury protocol, etc.)
- Provide additional resources to support the student(s) who has been affected by an incident of abuse. Refer to “Campus Mental Health Strategy: Student in Distress” website:
<https://www.ucalgary.ca/mentalhealth/get-support/students>
- If the Faculty Member determines that the abuse needs to be brought to the attention of the Dean, with the student’s permission, a meeting will be arranged with the Dean, or Nursing Chair at MHC.

POINTS OF EMPHASIS:

- Anyone making a report of abuse or providing information in good faith will not be penalized for doing so.
- If anyone involved determines that additional support is needed, a meeting can be arranged with the Nursing Chair or Dean or directly with the Mental Health Nurse Practitioner or Wellness Centre.
- The faculty advocates for the well-being and safety of everyone involved.

ADDITIONAL RESOURCES:

University of Calgary, Code of Conduct <https://www.ucalgary.ca/pubs/calendar/current/k.html>

University of Calgary, Harassment Policy <https://www.ucalgary.ca/legal-services/university-policies-procedures/harassment-policy>

University of Calgary, Sexual and Gender-Based Violence Policy <https://www.ucalgary.ca/legal-services/university-policies-procedures/sexual-and-gender-based-violence-policy>

University of Calgary, Student Non-Academic Misconduct Policy <https://www.ucalgary.ca/legal-services/university-policies-procedures/student-academic-misconduct-policy>

University of Calgary Calendar, Faculty of Nursing, Professional Conduct:
<https://www.ucalgary.ca/pubs/calendar/current/nu-2.html>

Faculty of Nursing, Nurse Practitioner – email sjstrach@ucalgary.ca

Created in consultation with the Faculty of Nursing Practice Policy and Procedure Committee and University Legal Services.