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Sexual Orientation and Gender Identify or Expression
Policy (SOGIE)

January 22nd, 2010

Name of Policy

Implementation Date

Director Administration

July 01st, 2023

Position Responsible

Date of Last Revision

1. Introduction

ACE Community College (ACC) is committed to fostering a workplace that is inclusive, respectful, and free from discrimination. This policy aims to promote a supportive environment for all employees, regardless of their sexual orientation, gender identity, or gender expression.

2. Scope

This policy applies to all employees, contractors, vendors, clients, and visitors associated ACE Community College (ACC).

3. Equal Opportunity Employment

ACE Community College (ACC) is an equal opportunity employer and is committed to providing equal employment opportunities to all individuals. Discrimination based on sexual orientation, gender identity, or gender expression will not be tolerated.

4. Harassment and Discrimination

Any form of harassment or discrimination on the basis of sexual orientation, gender identity, or gender expression is strictly prohibited. This includes, but is not limited to, verbal, physical, or visual harassment. Employees are expected to treat one another with respect and dignity.

5. Dress Code and Appearance

ACE Community College (ACC) acknowledges and respects diverse expressions of gender identity and gender expression. The dress code and appearance guidelines will be applied without regard to gender identity or expression.

6. Facilities Usage

All employees will have access to facilities (restrooms, changing rooms, etc.) that correspond to their gender identity. ACE Community College (ACC) will work to provide a safe and inclusive environment for everyone.

7. Confidentiality

All information regarding an employee's sexual orientation, gender identity, or gender expression will be treated with the utmost confidentiality. Disclosure of such information will only be done with the explicit consent of the individual or as required by law.

8. Training and Education

ACE Community College (ACC) will provide training and education to employees to foster understanding and awareness of sexual orientation, gender identity, and gender expression issues. This includes recognizing and eliminating unconscious biases.

9. Reporting Procedures

Employees who experience or witness any form of discrimination or harassment based on sexual orientation, gender identity, or gender expression are encouraged to report the incident promptly to their supervisor, HR department, or any designated reporting channel.

10. Non-Retaliation

ACE Community College (ACC) prohibits retaliation against any employee who makes a good-faith report of discrimination or harassment or participates in an investigation.

11. Compliance

This policy complies with all applicable laws and regulations related to sexual orientation, gender identity, and gender expression in British Columbia.

12. Review and Revision

ACE Community College (ACC) will regularly review and, if necessary, update this policy to ensure its continued effectiveness and compliance with applicable laws.