



Policy: Misconduct of a Sexual Nature

Rational

It is the responsibility of the College to ensure the public receives denturist services that are free from professional misconduct of a sexual nature, and that patients are treated with respect.

Professional Environment

Professional misconduct of a sexual nature is prohibited by law under the *Canadian Rights Act* and the *BC Human Rights Act*.

The College of Denturists of British Columbia believes that the professional environment must protect the dignity and self-esteem of patients who seek the services of a registrant of the College, and must be free from misconduct of a sexual nature.

What Constitutes Professional Misconduct of a Sexual Nature

Professional misconduct of a sexual nature may include unwelcome sexual attention, sexual solicitation, or other sexually oriented remarks or behaviour. It may be verbal, physical, or psychological in nature. Both males and females may be the subject of sexual misconduct by members of either sex.

Examples are:

- sexually demeaning gestures or expressions;
- leering or staring, particularly at intimate areas;
- sexually suggestive remarks, innuendoes and jokes about a person's sex life, appearance or sexual attractiveness;
- persistent unwelcome contact, such as standing close or brushing against a person unnecessarily;
- hugging, kissing or touching without a person's permission; and
- sexual assault.

Policy Statement

A professional must be sensitive to possible misinterpretation of

remarks, gestures and behaviours meant to calm or comfort.

A Serious Offence

The College of Denturists of British Columbia considers professional misconduct of a sexual nature a serious offence which is subject to the full range of disciplinary measures available to the College, including fines, suspensions, or dismissal.

Complaints concerning professional misconduct of a sexual nature will be investigated by the inquiry committee and will be dealt with after all outside investigations by police and/or the Human Rights Commission have submitted their reports.

Filing a Complaint

Any complaint about a registrant of the College, including one concerning professional misconduct of a sexual nature, should be forwarded, in writing, to:

The Registrar
College of Denturists of BC
101 - 309 Sixth Street
New Westminster, B.C. V3L 3A7

All formal allegations of sexual misconduct received will be dealt with in a fair, unbiased and timely manner with due consideration for the rights and responsibilities of everyone involved.

Board Approval Date: August 21, 1998