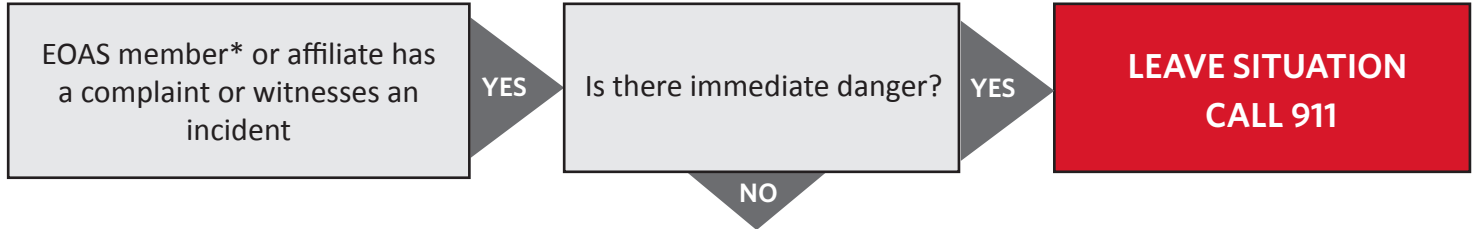




Resources & Steps for Harassment & Discrimination Complaints

Including bias, microaggressions, bullying, sexual harassment, racism



Do you want guidance/support, would you like to disclose, or would you like to file a report?***



For sexual harassment and misconduct incidents:

- > Sexual Violence Prevention and Response Office (SVPRO) (<https://svpro.ubc.ca/> 604-822-1588)
- > AMS Sexual Assault Support Center (<https://www.amssasc.ca/> 604-827-5180)

For discrimination & bullying: UBC Equity and Inclusion Office:

- > Human Rights Advising (<https://equity.ubc.ca/how-we-can-help/human-rights-advising/>)
- > Conflict Engagement Advising (<https://equity.ubc.ca/how-we-can-help/conflict-engagement-advising/>)

> **STUDENTS** | For general inquiries: UBC Office of the Ombudsperson (<https://ombudsoffice.ubc.ca/>) and GSS Peer Support (<https://gss.ubc.ca/peersupport/>)

> **STAFF/FACULTY/POSTDOCS** | For external guidance: Employee and Family Assistance Program - Morneau Shepell (<https://www.workhealthlife.com/> 1-844-880-9137)

ALL employees and students who feel harassed and/or discriminated against are encouraged to tell someone.

This can include the GUIDANCE/SUPPORT resources, a friend, your manager/supervisor, or the EOAS contacts below:

FOR STUDENTS

- > Graduate Council Coordinators: Cole Lord-May (PhD) and Rachel Steinhart (MSc), gradcouncil@eoas.ubc.ca
- > Grad Program Director: Uli Mayer, umayer@eoas.ubc.ca
- > Department Head: Philippe Tortell, head@eoas.ubc.ca
- > Local Safety Team: Roger Beckie (Chair), Bethany Ladd (Co-chair), Anne-Martine Doucet (Grad rep); safety@eoas.ubc.ca
- > Equity, Diversity & Inclusion Committee: Sarah Bean Sherman (chair); edi@eoas.ubc.ca, Summer Canton and Sophie Leiter (Grad Reps)

FOR STAFF/FACULTY/POSTDOCS

- > Human Resources: Daphne Fogelman, daphne.fogelman@ubc.ca
- > Department Head: Philippe Tortell, head@eoas.ubc.ca
- > Local Safety Team: Roger Beckie (Chair), Bethany Ladd (Co-chair); safety@eoas.ubc.ca
- > Equity, Diversity & Inclusion Committee: Sarah Bean Sherman (chair); edi@eoas.ubc.ca

For internal UBC investigation or option for Alternative Resolution***

UBC Investigations Office (<https://io.ubc.ca/>)

Discrimination and harassment can also be reported to the BC Human Rights Tribunal. Contact the Equity and Inclusion Office for more details (<https://equity.ubc.ca/how-we-can-help/human-rights-advising/>).



If the disclosure contains information about criminal activity, supervisors, managers, and heads are obliged to involve the police.

To file a criminal report or conduct external investigation, report to police:

- > If the assault occurred on UBC campus, you can report to the RCMP. (University Detachment: 2990 Wesbrook Mall; 604-224-1322)
- > If the assault occurred in Vancouver, you can report to the Vancouver Police Department (2120 Cambie Street; 604-717-3321)
- > If the assault occurred outside of Vancouver, you can report to the police in the city where the incident occurred.

*EOAS Member: Student, Postdoc, Staff, Faculty

**Disclosure vs. reporting: Disclosing is sharing information with UBC or a member of the UBC Community about an incident or incidents of harassment. An individual may choose to Disclose harassment without making an investigations report. Please note that disclosing could lead to informal report to keep as a record within EOAS. Reporting is providing a statement of allegations to the Office of Investigations or police about an incident or incidents of harassment and will lead to an investigation.

***Alternative resolution (AR): refers to an array of non-investigation responses including restorative justice, mediation, and online resolution options.

For Frequently Asked Questions (FAQ) visit:

