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?**

**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.

EOAS member* or affiliate has a complaint or witnesses an incident

Is there immediate danger?

YES

LEAVE SITUATION
CALL 911

NO

For sexual harassment and misconduct incidents:
> 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)

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/).

For Frequently Asked Questions (FAQ) visit: [Scan QR Code]

Date Revised: 13 Sept 2023