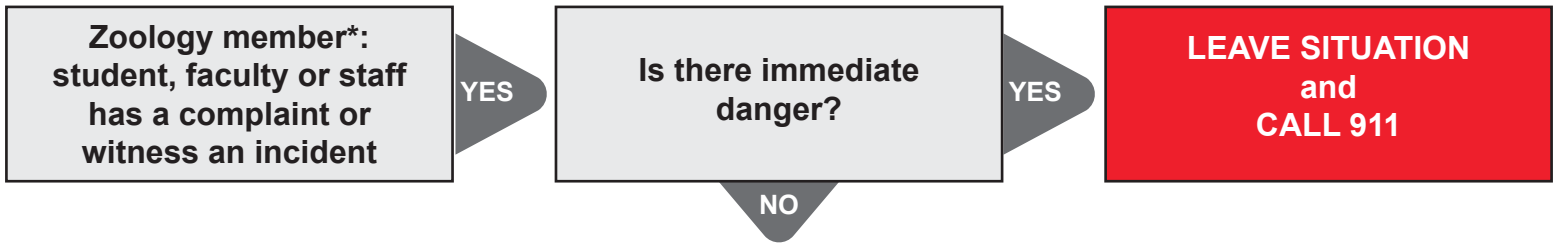




Reporting Procedures for Bullying, Harassment and Discrimination

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?

Note: 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 filing a report. Disclosing to Zoology managers or advisors may lead to internal documentation, that would be kept on file within the department. If the disclosure involves criminal activity, managers and advisors are obliged to report to the police.

GUIDANCE/ SUPPORT

DISCLOSE

FILE A REPORT

Problems or conflicts involving supervisor

1. Your Supervisory Committee members*
2. Graduate Advisors**
3. Zoology main contact numbers***

Problems or conflicts involving other students

1. Supervisor
2. Graduate Advisors

EDI resources on Zoology website

<https://www.zoology.ubc.ca/resources/equity-diversity-and-inclusion-on-edi-resources>

Wellness resources on Zoology website

<https://www.zoology.ubc.ca/graduate-program/wellness-resources>

Bullying and harassment

1. Graduate Advisors**
2. Department Head***
3. UBC Equity and Inclusion Office <https://equity.ubc.ca/>
4. UBC Office of the Ombudsperson <https://ombudsoffice.ubc.ca/>
5. UBC Investigations Office <https://io.ubc.ca/>

Mental health resources

1. UBC Student Health Services (604)822-7011 <https://students.ubc.ca/health/student-health-service>
2. UBC Counselling Services (604)822-3811 <https://students.ubc.ca/health/counselling-services>
3. UBC Student Assistance Program 1-833-590-1328(tollfree) <https://students.ubc.ca/health/ubc-student-assistance-program-sap>

Sexual or gender-based violence, harassment, or harm

1. Sexual Violence Prevention and Response Office (604)822-1588 <https://svpro.ubc.ca/>
2. AMS Sexual Assault Support Centre (604)827-5180 <https://www.amssasc.ca/>
3. RCMP University Detachment (604)224-1322
4. Vancouver Police (604)717-3321
5. UBC Investigations Office <https://io.ubc.ca/>

Human rights complaints

1. UBC Equity and Inclusion Office <https://equity.ubc.ca/>

SPECIFIC INCIDENT(S)

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

This can include the GUIDANCE/SUPPORT resources, a friend, your manager/supervisor, immediate supervisor, graduate advisors, the Department Head or administrative managers of your unit to report:

People page on Zoology website*:

<https://www.zoology.ubc.ca/people>

Graduate program contact information**:

**<https://www.zoology.ubc.ca/graduate-program/contact>

Department of Zoology contact and information***:

https://www.zoology.ubc.ca/about/contacts-and-information**

SYSTEMIC EDI ISSUES

For these type of issues, please report to the Zoology EDI (ZEDI) committee.

Email ZEDI - zedi@zoology.ubc.ca - or send them an anonymous comment https://www.zoology.ubc.ca/comment_box.

NON-CRIMINAL

For Internal UBC Investigation or option for Alternative Resolution (AR)

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 <http://equity.ubc.ca/how-we-can-help/human-rights-advising/>

Note: AR refers to an array of non-investigation responses including restorative justice, shuttle diplomacy, mediation, and online resolution options.

CRIMINAL

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

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

1. if the assault occurred on UBC campus - UBC-RCMP
2. if the assault occurred in Vancouver - Vancouver PD
3. if the assault occurred outside of Vancouver, report to the local police where the incident occurred