



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/>)

STUDENTS | For general inquiries:
 UBC Office of the Ombudsperson (<https://ombudsoffice.ubc.ca/>)
 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 FoF contacts below:

FOR STUDENTS

- > Julie Morey (Director of Graduate Programs), julie.morey@ubc.ca
- > Chiara Longhi (Undergraduate Director of Student Services), chiara.longhi@ubc.ca
- > Nicole Adoranti (Embedded Counsellor), nicole.adoranti@ubc.ca

FOR STAFF

- > Leslie Fernandez (Associate Director for Administration and Operations), leslie.fernandez@ubc.ca

FOR FACULTY/POSTDOCS

- > Nicholas Coops (FRM), nicholas.coops@ubc.ca
- > Richard Hamelin (FCS), richard.hamelin@ubc.ca
- > Stavros Avramidis (WS), stavros.avramidis@ubc.ca

FOR EVERYONE

- > Hisham Zerriffi (Associate Dean for EDI), hisham.zerriffi@ubc.ca
- > Greg Smith (Safety Program Director), greg.smith@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.

*FoF 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 FoF. 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:

