

Creating a Safe and Respectful Environment at UBC

- **UBC Respectful Environment Statement:** <https://hr.ubc.ca/working-ubc/workplace-experience/respectful-environment>
 - *The University of British Columbia envisions a climate in which students, faculty and staff are provided with the best possible conditions for learning, researching and working, including an environment that is dedicated to excellence, equity and mutual respect. The University of British Columbia strives to realize this vision by establishing employment and educational practices that respect the dignity of individuals and make it possible for everyone to live, work and study in a positive and supportive environment, free from harmful behaviours such as bullying and harassment. In the context of an academic community, responsibility for maintaining a respectful environment falls on all community members, including students, faculty, staff, and members of the public who participate in university-related activities.*
 - **Activities harmful to a respectful environment:**
 - *behaviours ranging from expressions of disrespect such as rudeness and gossip, to bullying or harassment*
 - *Bullying or harassment is objectionable and unwanted behaviour that is verbally or physically abusive, vexatious or hostile, that is without reasonable justification, and that creates a hostile or intimidating environment for working, learning or living. Harassment may be intentional or unintentional. While bullying or harassment usually consists of repeated acts, a single serious incident that has a lasting harmful effect may also constitute bullying or harassment.*
 - *Bullying or harassing behaviour includes cumulative demeaning or intimidating comments, gestures or conduct; verbal aggression or yelling; threats to a person's employment or educational status, person or property; persistent comments or conduct, including ostracism or exclusion of a person, that undermines an individual's self-esteem so as to compromise their ability to achieve work or study goals; abuse of power, authority or position; sabotage of a person's work; humiliating initiation practices; hazing; calling someone derogatory names; spreading of malicious rumours or lies; or making malicious or vexatious complaints about a person.*
- **UBC Sexual Misconduct Policy:** <https://universitycounsel.ubc.ca/policies/sexual-misconduct-policy/>
 - *"Sexual Misconduct" includes sexualized violence and refers to any sexual act or act targeting an individual's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against an individual without that individual's consent. The following list sets out examples of Sexual Misconduct. The list is intended to help members of the UBC Community understand the kinds of acts that will be considered sexual misconduct. The list is not exhaustive and other acts may constitute sexual misconduct under this Policy*

even if they do not appear in the list below. Sexual misconduct includes, but is not limited to, the following:

- Sexual assault
- Sexual harassment
- Stalking and cyberstalking
- Indecent exposure
- Voyeurism
- the distribution of a sexually explicit photograph or recording of an individual to one or more individuals other than the individual in the photograph or recording without the consent of the individual in the photograph or recording

- **UBC Discrimination Policy:** https://universitycounsel.ubc.ca/files/2022/05/Discrimination-Policy_SC7.pdf
 - *Discrimination” is intentional or unintentional conduct, which can be individual or systemic, that imposes burdens, obligations, or disadvantages on or limits access to opportunities, benefits and advantages to specific individuals or groups as defined by the BC Human Rights Code and for which there is no bona fide and reasonable justification. Harassment that is related to one or more of the prohibited grounds of discrimination set out in the Human Rights Code is Discrimination under this Policy. Discrimination can involve individuals or groups and it can occur during one incident or over a series of incidents including single incidents, which, in isolation, would not necessarily constitute discrimination. It is the impact on the Complainant, subject to the reasonable person test, and not the intent of the Respondent that defines the treatment as Discrimination. The reasonable person test refers to an assessment of responsibility that takes into account not only what the Complainant and Respondent actually experienced, knew, or understood about one another or the situation, but also what a reasonable person in each of their circumstances would or ought to have experienced, known or understood.*
 - *UBC and all members of the UBC Community share responsibility for ensuring and maintaining an environment that is free from Discrimination. UBC regards Discrimination as a serious offence that is subject to a wide range of remedial or disciplinary measures, including dismissal or expulsion from UBC.*

Resources and Supports on Campus:

- **UBC SVPRO:** <https://svpro.ubc.ca/>
 - *UBC’s Sexual Violence Prevention and Response Office SVPRO is a confidential place for those who have experienced, or been impacted by, any form of sexual or gender-based violence, harassment, or harm, regardless of where or when it took place.*
 - *Coming to SVPRO is not the same as making a report to the police or campus investigations office. We can provide information and support for those considering, or currently navigating, reporting to the police or to UBC.*
 - *SVPRO Can support with:*
 - *Helping you find a safe place to stay*

- *Arranging academic concessions*
 - *Coordinating workplace accommodations*
 - *Explaining your reporting options*
 - *Accompanying you to the hospital, police or court*
 - *Coordinating support services among campus and community partners*
- *Contact Information:*
 - *Business hours: Mon to Fri 8:30 am – 4:30 pm*
 - *Phone: 604-822-1588*
 - *Email: svpro.vancouver@ubc.ca*
- **UBC Equity and Inclusion Office:** <https://equity.ubc.ca/how-we-can-help/human-rights-advising/>
 - *The UBC Equity & Inclusion Office offers a number of different supports and resources, including Human Rights Advising.*
 - *If you have concerns related to discrimination on the basis of one or more of the 14 grounds protected by the BC Human Rights Code and as defined by UBC's policy SC7: Discrimination, their team is here to help.*
 - *The Human Rights Advising team will:*
 - *consult on human-rights related discrimination and provides information and advice;*
 - *work with relevant parties to resolve concerns informally, where possible;*
 - *assist with filing a formal complaint, as appropriate.*
 - *Overview of the UBC Discrimination Complaint Process:*
https://equity3.sites.olt.ubc.ca/files/2024/01/UBC-Discrimination-Complaint-Process_Summary_Jan_2024.pdf
 - *Human Rights Advising Request form: <https://equity.ubc.ca/how-we-can-help/human-rights-advising/human-rights-advising-request-form/>*
- **UBC Office of the Ombudsperson for Students:** <https://ombudsoffice.ubc.ca/>
 - *The UBC Office of the Ombudsperson for Students is an independent, impartial and confidential resource to assist students in addressing and resolving concerns about unfair treatment at UBC. The Ombudsperson is an advocate for fairness in general for the benefit of all students and the university community as a whole.*
 - *The Ombuds Office works with all UBC community members to ensure students are treated fairly and can learn, work and live in a fair, equitable and respectful environment. The office:*
 - *provides general resource information and makes appropriate referrals;*
 - *identifies and explains relevant university processes and policies;*
 - *facilitates discussions and uses informal channels to seek resolution;*
 - *works with students to plan strategies and explore options on how best to proceed;*
 - *provides advice, support and training to faculty and staff who deal with students; and*
 - *works to improve systems and develop best practices and procedures.*

- *Ombuds Office Appointment Request and Intake Form:*
https://ubc.ca1.qualtrics.com/jfe/form/SV_8rcm5DCbYl6Ppge
- A variety of additional resources for students on UBC's Vancouver campus can be found here:
<https://ombudsoffice.ubc.ca/campus-resources/vancouver-campus/>