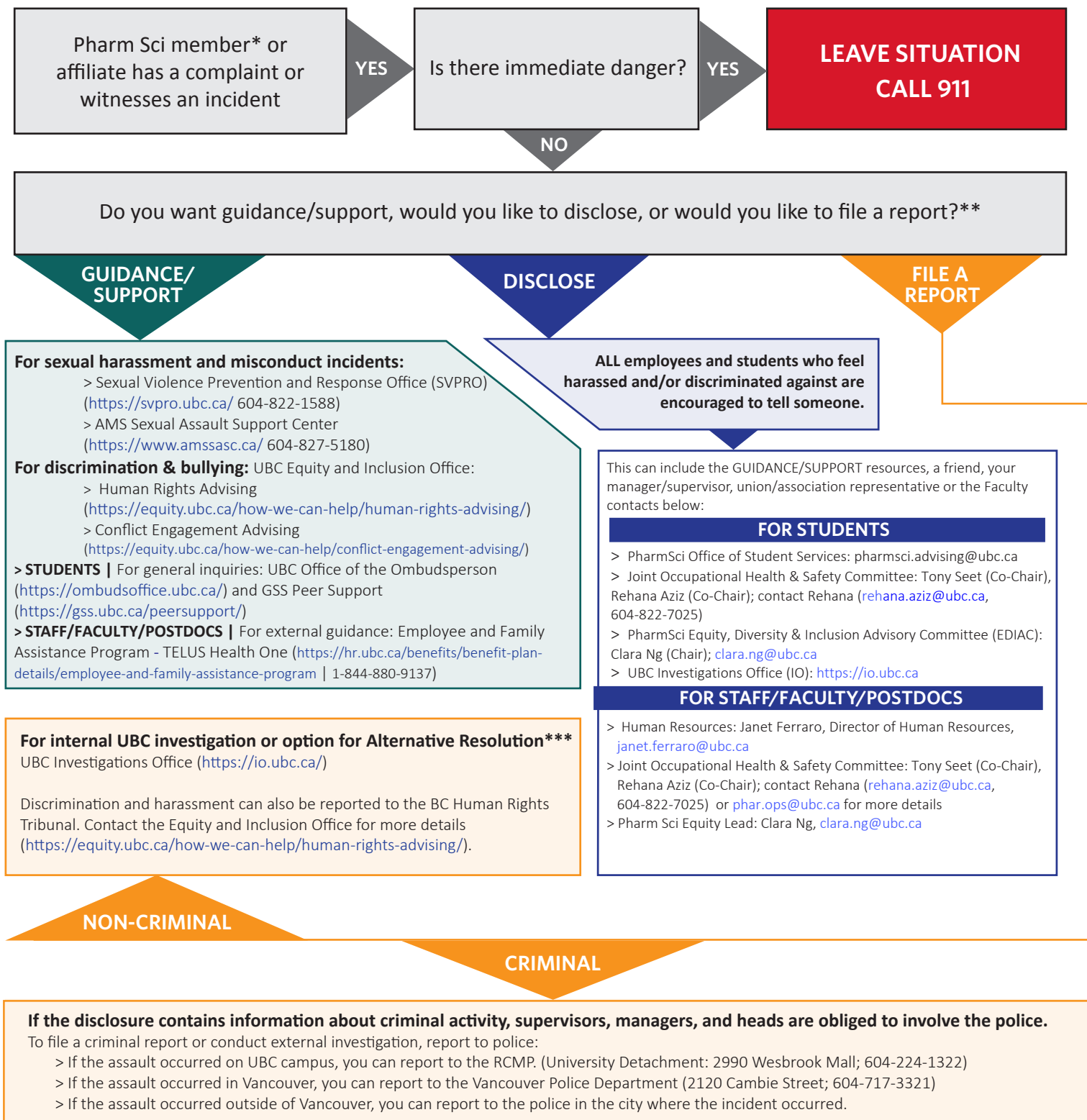


# Resources & Steps for Harassment & Discrimination Complaints

Including bias, microaggressions, bullying, sexual harassment, racism



\* Pharm Sci Member: Student, Postdoc, Research Associate, 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 Pharm Sci. 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.