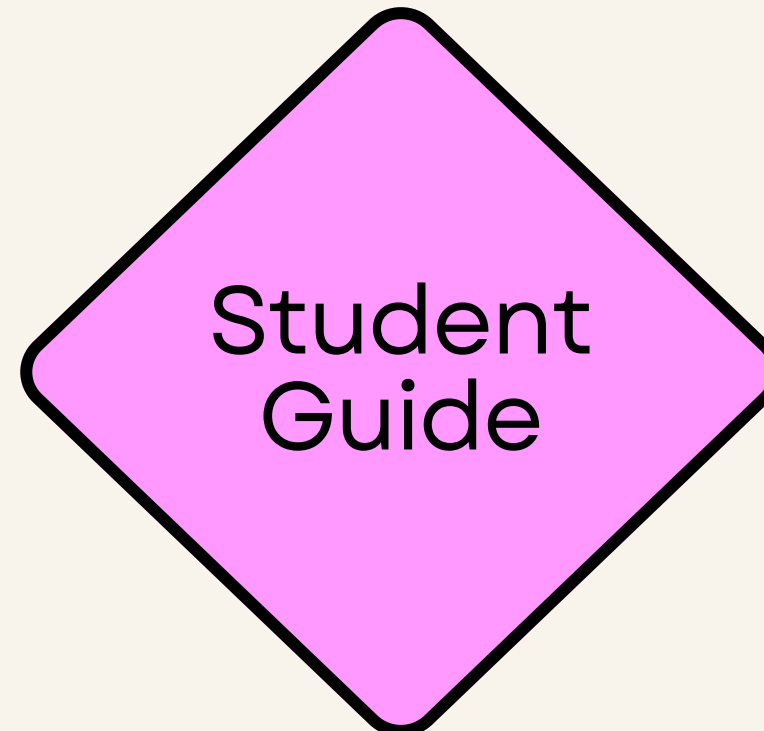


# FHSD Navigation Tool for EDI related questions & concerns

(School of Social Work, Nursing & Health and Exercise Sciences)



**If you are in immediate danger call 911 or UBCO Security 250-807-8111**

*\*Remember, you can talk to someone you trust or ask a trusted person to accompany you.*



## FHSD

The Faculty is committed to creating safer learning, teaching, and working spaces. We recognize there is much work to be done and we are compelled to do better.

UBC's **Administrative Heads of Unit (AHU)** bear the primary responsibility for maintaining discrimination-free working and learning environments.

The EDI Advisor & Coordinator, Rishma and Natalia, can outline the available resources. [Emails Here](#)

If you feel comfortable, speak to your supervisor or instructor.

If not resolved, you can speak to the school AHU.

**If you do not feel comfortable speaking to an AHU alone**, you can bring a friend or a trusted person. You can also request the FHSD EDI Advisor and Coordinator to accompany you, or speak only to the EDI Advisor and Coordinator (listed above):

- AHU may be:
- **Director School of Social Work SSW:** Judy Gillespie
  - **Director School of Nursing SON:** Clare Harvey
  - **Acting Director School of Health and Exercise Sciences HES:** Jonathan Little

**Dean FHSD:** Marie Tarrant

Directors of centres or institutes are also considered AHU.

Depending on the question or concern, you can also contact:

- Associate Dean of Teaching and Learning- Manuela Reekie
- Associate Dean of Research and Graduate Programs - Glen Foster

You are also welcome to connect with your School Course Union Liaison.

*\*Contact FHSD EDI Advisor or Coordinator for any feedback about this guide.*

If you have experienced sexualized or gender-based violence, harassment or harm

What is sexualized violence?  
What is sexual misconduct?

- Examples include:**
- Sexual assault
  - Sexual harassment
  - Stalking and cyberstalking
  - Indecent exposure
  - Voyeurism
  - Distribution of a sexually explicit photograph or recording

**You can:**  
Contact the **Sexual Violence Prevention and Response Office SVPRO 24/7** **phoneline** 250-807-9640 or email: [svpro.okanagan@ubc.ca](mailto:svpro.okanagan@ubc.ca)

- Request help to explore your options
- Receive help to find a safe place to stay
- Receive help arranging academic concessions
- Request assistance coordinating workplace accommodations
- Get information regarding reporting options
- Be accompanied to the hospital, police or court

\*You have the right to choose what happens next.

You do not have to go to the hospital or make a police report to get help from SVPRO.

The decision to disclose and to report are separate decisions. Disclosure does not result in an official report being made, and does not initiate an investigation or other action by UBC.

You may be referred to or can contact the **UBC Investigations Office (IO)** to confidentially discuss reporting options and understand processes.

[Sexual Misconduct Policy \(SC17\)](#)

If you have experienced discriminatory behaviour or discriminatory harassment

What is discrimination and harassment?  
What is the BC Human Rights Code?

- Examples include:**
- Racist, sexist, or homophobic jokes/remarks
  - Being mocked for your accent, culture, or religion
  - Consistently being mis-gendered, referred to intentionally with the wrong pronoun
  - Not being allowed to reschedule an exam when the date conflicts with your religious or spiritual observance
  - Being denied the appropriate accommodations if you have a disability
  - Receiving a negative evaluation because the instructor disapproves of your sexual orientation or cultural perspective

**You can:**  
See **UBC's Discrimination Complaint Process** and [Navigating Human Rights and Expression Rights with an Ethic of Care](#)

- Request an **appointment with a human rights advisor** at the Equity and Inclusion Office.
  - You may be referred to the [UBC Investigations Office \(IO\)](#).
- Contact the **Office of the Ombuds for Students**. They may refer you to the Student Code of Conduct Manager (if applicable).
- Seek **advocacy support**: [SUO Advocacy](#) (students) and/or [Union and Association representatives](#) (student staff).
- Book an **appointment with a counsellor**, call [250 807 9270](tel:2508079270) or [book online](#).
- Access **Student Wellness**.
- Access the **Black Wellness Project**.
- Connect with the **Trans and Gender Diversity Support** at:
  - [trans.inclusion@equity.ubc.ca](mailto:trans.inclusion@equity.ubc.ca).
- IBPOC counsellors: [Healing in Colour](#).
- **Here2Talk**: 24/7 free and confidential
- Learn about the **B.C. Human Rights Clinic**
- Seek **Connection + Support** for students

[Discrimination Policy \(SC7\)](#)

If you have questions regarding bullying, harassment or unfair treatment

What is bullying and harassment?  
What does fairness mean?

- Examples include:**
- Verbal aggression or yelling
  - Humiliating initiation practices ('hazing')
  - Spreading malicious rumours
  - Calling someone derogatory names
  - Cyberbullying: through email, text, and social networks

**You can:**  
Read: [Navigating Human Rights and Expression Rights with an Ethic of Care](#)

Contact your direct supervisor, or Administrative Head of Unit, if you are a UBC student employee and experienced bullying or harassment on the job.

Connect with your instructor or, Director, Dean or Dean's delegate, for non-student employee matters within academics settings.

If the concern relates to a UBC service unit or a residence (and is a non-student employee matter), please contact the Unit Head of the particular service or the Associate Vice-President, Students at UBC Okanagan.

If still not resolved or if you have a questions regarding Conflict of Interest:

- Connect with the [Office of the Ombuds for Students](#)
- There is **advocacy support**: [SUO Advocacy](#) (students) and/or [Union & Association representatives](#) (student staff)

[UBC Respectful Environment Statement](#)

## Resources and Support

Visit [FHSD Equity website](#)  
Contact FHSD's [EDI Advisor to the Dean & EDI Coordinator](#). [Emails Here](#)

**You can:**  
Seek **Connection + Support** for students

Download the **UBC Safe App**

Connect with and learn about:

- [Indigenous Programs & Services](#)
- [Equity and Inclusion Office](#)
- [Sexual Violence and Prevention Office](#)
- [Office of the Ombudsperson for Students](#)
- [Disability Resource Centre](#)
  - [Bree Sproule](#) is FHSD's liaison
- [Global Engagement Office](#)
- [Student Wellness](#)
- [Student Legal Aid](#)
- [Student Housing](#)
- [Library Accessibility Supports](#)
- [Spiritual & multi-faith space](#)
- [SUO Pride Resource Centre](#)
- [Graduate Community Facilitators](#)
- [Student Associations](#)
- [UBC Investigations Office](#)
- [BC Office of the Human Rights Commissioner](#)

Learn about your rights. See [other UBC Policies & relevant legislation](#)