


Sexual Misconduct Investigations



If someone submits a complaint of sexual misconduct, one way that UBC can respond is by conducting a formal investigation. Here's what you can expect from a sexual misconduct investigation:

Report to the IO	<ul style="list-style-type: none"> Complainant makes a report using the IO's online report form
Initial Review <i>14 days in policy</i>	<ul style="list-style-type: none"> Director of Investigations reviews the report to determine whether the IO is able to investigate
Investigation  <i>60 days in policy</i>	<ul style="list-style-type: none"> If the IO is able to investigate, a copy of the report is provided to the respondent and an Investigator is appointed Investigator conducts informational meetings with the complainant and respondent Investigator gathers evidence by interviewing the complainant, respondent and witnesses and collecting relevant documents Investigator makes findings of fact and determines whether there has been a breach of the Sexual Misconduct Policy Investigator sets out findings in a written investigation report
<i>30 days in policy</i> If there is a breach of the Sexual Misconduct Policy	<ul style="list-style-type: none"> Investigation report is sent to the appropriate UBC authority to decide discipline <ul style="list-style-type: none"> The President decides discipline for student respondents The Administrative Head of Unit decides discipline for employee respondents If a respondent is a student and an employee, both the President and the Administrative Head of Unit will receive the investigation report. One or both may choose to impose discipline. The complainant and respondent receive a copy of the investigation report once discipline is decided
If there is no breach of the Sexual Misconduct Policy	<ul style="list-style-type: none"> The investigation report is provided to the complainant and respondent

Investigations FAQs

Do I Have To Submit A Report To Receive Support From UBC?

No. UBC's Sexual Violence Support Office is available for support regardless of whether you want to make a formal report to the IO.

Why Does The Respondent Get A Copy Of The Report?

The IO is responsible for ensuring that investigations are fair. The IO provides a copy of the report to the respondent so that they know the allegations against them and have a meaningful opportunity to respond.

Can I Submit An Anonymous Report?

Yes, the IO accepts anonymous reports. However, in many cases, the IO is unable to investigate anonymous reports if important witnesses are not willing to participate in an investigation, or if the person who experienced the sexual misconduct does not want to be identified.

How Does UBC Address Retaliation?

When the respondent is notified of the report, they are advised that retaliation is unacceptable. If a complainant experiences retaliation, they can report it to the IO under the Retaliation Policy. The IO may conduct a retaliation investigation or recommend interim measures to prevent further retaliation.

What Is A Trauma-informed Approach?

The IO seeks to minimize re-traumatization in its processes. IO Investigators allow parties to explain what happened at their own pace, through open-ended questioning. IO Investigators also consider the impact that trauma has on memory and presentation of evidence when they make findings of fact.

Who Will Know If Discipline Is Imposed?

The respondent will be advised of all disciplinary measures taken against them and receive written reasons for the discipline. The complainant will only be advised of disciplinary measures that relate to the respondent's ability to have contact with them moving forward.

How Long Does The Complaint Process Take?

The prescribed timelines in the Sexual Misconduct Policy are: the initial review can take up to 14 days, the investigation can take up to 60 days, and if there is found to be a breach of the policy the discipline decision can take up to 30 days. Logistical factors like caseload, interview scheduling, holidays, and exam periods can extend each phase of this timeline.

When In Doubt – Ask The IO!

If you ever are confused, unsure about your options, or need more information, please reach out to the IO. We are committed to empowering you with all the information you need to make the best decisions for you.

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