Navigating Sexual Misconduct Processes

The Investigations Office (IO) recognizes that investigation and alternative resolution processes (ARP) can be complicated and stressful. Here are some resources to help you through the process.

---

**Respondent Support**

We encourage all parties to sexual misconduct complaints to access support throughout an investigation or ARP. Support people may attend investigation or ARP meetings or help you navigate other impacts of the IO process.

**UBC Respondent Resource Specialist**

The UBC Respondent Resource Specialist provides non-judgmental assistance to members of the UBC community who have been named as a respondent or have been reported to have caused harm under UBC's Sexual Misconduct Policy. They can provide information, support and referrals in the following areas:

- Sexual misconduct policy rights and responsibilities
- IO meeting accompaniment
- Navigating IO investigations and ARPs
- Community resources

**Mental Health Support**

While the IO takes steps to ensure a trauma-informed process, we know that facing an allegation of sexual violence is always difficult and can have mental health impacts. We encourage you to reach out to mental health supports as needed throughout the IO process.

**UBC Employee & Family Assistance Program (EFAP)**

The Employee and Family Assistance Program (EFAP) is a 24/7 confidential and voluntary counselling support service that provides you and your family with the help you need to resolve a wide range of personal, work, health or life issues.

---

[View UBC Resources](hr.ubc.ca/benefits/benefit-plan-details/employee-family-assistance-program)  
[Call EFAP](1.800.387.4765)
Understand UBC Processes

Participating in an IO process may impact various aspects of your life as a faculty or staff member. UBC has resources available to help decode and navigate any UBC process, including the IO’s.

Union and Association Representation

If you are a member of a union or professional association, a union or association representative can act as your support person throughout an investigation or ARP.

Association of Administrative & Professional Staff (AAPS)

aaps.ubc.ca  aaps.office@ubc.ca  604.822.9025

B.C. Government and Service Employees’ Union (BCGEU)

bcgeu.ca  area03@bcgeu.ca  604.291.9611

UBC Faculty Association (UBCFA)

facultyassociation.ubc.ca  faculty.association@ubc.ca  604.822.3883

Canadian Union of Public Employees (CUPE) 116

cupe116.com  cupe116@cupe116.com  604.827.1705

Canadian Union of Public Employees (CUPE) 2278

cupe2278.ca  administration@cupe2278.ca  604.822.0424

Canadian Union of Public Employees (CUPE) 2950

cupe2950.ca  office@cupe2950.ca  604.822.1494

International Union of Operating Engineers (IUOE) 115

iuoe115.ca  iuoe@iuoe115.ca  604.291.8831

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.

io.ubc.ca  investigations.office@ubc.ca  604.827.2060