



## The School of Social Work

University of British Columbia  
2080 West Mall, Vancouver, V6T 1Z2

### What to do about questions or concerns regarding equity or discrimination at the School of Social Work? Some Potential Routes

This handout outlines the various routes you may take to ask a question, raise a concern, share a comment or seek action about any issue or aspect related to equity, discrimination or racism in the School of Social Work or in one of its programs or with one of its members. These may include questions or concerns regarding: climate in the classroom or workplace; discriminatory practices/attitudes in the classroom, workplace or any other space/program in the School; curriculum or pedagogical concerns; student, faculty or staff interactions; accessibility or inclusion matters and School policies.

You can follow various paths to **ask questions or raise the issue:**

- a) You can approach the *student equity rep* in your cohort to consult on potential paths to share these issues or propose actions. Staff can approach their *staff rep* in the Equity Committee or faculty their *faculty members* in the Equity Committee.
- b) You may contact the *Equity Committee (EC)* by sending an email to [Social\\_Work.Equity\\_Task\\_Force@ubc.ca](mailto:Social_Work.Equity_Task_Force@ubc.ca) or by approaching one or both of the *coa chairs* (one student and one faculty member). You have the option of meeting with the faculty and student co-chair of the committee to discuss the issue if you wish.
- c) You can contact the director of the School of Social Work. If meeting with the director, you have the option to consult with a member of the Equity Committee and have them attend this meeting, or you may bring a rep of the UBC student ombudsperson or someone else of your choosing.

The steps outlined above provide you with means to raise an issue or question and brainstorm on potential actions / steps to take. **These instances are not formal institutional mechanisms to receive discrimination or harassment complaints or seek formal resolution to conflict or advocate for individual cases. If you want to follow a formal process or seek action, you can:**

- a) Contact the director of the School of Social Work. If meeting with the director, you have the option to consult with a member of the Equity Committee and have them attend this meeting, or you may bring a rep of the UBC student ombudsperson or someone else of your choosing.
- b) If you feel you have been harassed, discriminated against or treated unfairly, you can consult and/or proceed with a complaint by contacting the **Equity and Inclusion Office** located at 2306 – 1874 East Mall (Brock Hall). 604-822-6353 or [equity@equity.ubc.ca](mailto:equity@equity.ubc.ca).<sup>1</sup>
- c) If you have concerns regarding fair treatment as student, you can approach the **Office of the Ombudsperson for Students** that offers “an informal and alternative approach to conflict resolution” and is an “advocate for fairness.” Location: 181 CK Choi Building, 1855 West Mall. Phone: 604-822-6149
- d) Consult the School of Social Work’s **policy of professional conduct** as some aspects of your concern may be addressed by this policy. This policy includes a process for addressing complaints, including harassment. You can find the policy in the student handbook <http://socialwork.ubc.ca/students/student-resources.html>
- e) Another potential source is UBC **Access and Diversity**, mandated “to create an inclusive living and learning environment in which all students can thrive.” Location: Room 1203, 1874 East Mall, Brock Hall. Phone: [604-822-5844](tel:604-822-5844).

**First Nations, Inuit and Métis students** can access services and support at the First Nations House of Learning located at the First Nations Longhouse.

Additionally, other **informal** resources of information and support are:

- **International Student Development** supports international students. Phone: 604-822-5021
- **Sexual Assault Support Center:** <http://www.gotconsent.ca/>
- **PrideUBC:** <http://www.prideubc.com/content/>
- **AMS Advocacy Office:** <http://www.ams.ubc.ca/services/advocacy-ombuds/advocacy-office/>
- **AMS Ombuds Office:** <http://www.ams.ubc.ca/services/advocacy-ombuds/ombuds-office/>
- **Graduate Student Society Advocacy Office:** <https://gss.ubc.ca/main/gss-advocacy-office/>

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<sup>1</sup> UBC’s **policy 3 “Discrimination and Harassment”** outlines the policy approach and procedures set up in place to consult or advance a complaint regarding discrimination and harassment on grounds protected by the B.C Human Rights Code. See: <http://equity.ubc.ca/discrimination/personal-harassment/> for a definition on harassment and to read the policy.