

HUMAN RIGHTS COMPLAINTS, EIO
JULY 1ST, 2019 – JUNE 30TH, 2020

Total number of Complaints/Consultations: 457

Grounds	Numbers of Consultations	Status	Campus (V/O)
Race, Colour, Ancestry and Place of Origin*	157	52: Undergraduate 23: Graduate Students 21: Faculty 33: Staff 14: Public 9: Unknown	138: Vancouver 14: Okanagan
Sex**	91	36: Undergraduate 14: Graduate 3: Postdoc 13: Faculty 16: Staff 4: Alumni 5: Public members	76: Vancouver 15: Okanagan
Gender identity/expression	23	16: Undergraduate 5: Graduate 2: Staff	14: Vancouver 9: Okanagan
Sexual Orientation	18	8: Undergraduate Students 3: Graduate students 4: Staff 2: Faculty 1: Unknown	11: Vancouver 7: Okanagan
Religion	36	13: Undergraduate Students 3: Graduate Students 1: Postdoc 15: Staff 4: Faculty	32: Vancouver 4: Okanagan
Age	3	2: Staff 1: Graduate student	3: Vancouver
Disability	96	34: Undergraduate 15: Graduate 21: Faculty 25: Staff 1: Unknown	78: Vancouver 17: Okanagan 1: Unknown
Family Status	46	1: Undergraduate 12: Graduate student 1: Postdoc 22: Staff 10: Faculty	39: Vancouver 7: Okanagan

Marital Status	2	2: Faculty	
Criminal Conviction (in the area of employment)	0		
Political belief (in the area of employment)	2	1: Staff 1: Faculty	2: Vancouver 0: Okanagan
TOTAL	474**	160: Undergraduate 76: Graduate 5: Postdocs 120: Staff 74: Faculty 4: Alumni 14: Public 11: Unknown (anonymous)	46 complaints, Okanagan; 393, Vancouver

** The total number of prospective complaints, 457, differs from the grounds of prospective complaints (474) due to some complainants identifying more than one protected characteristic.

INTRODUCTION

Under Policy SC7: Discrimination, the role of the human rights staff at the Equity & Inclusion Office is to provide information, advice, assistance, and support to members of the UBC community on matters of discrimination and harassment as understood under the BC *Human Rights Code*. Human rights staff work with academic and administrative heads of units (AHUs) to resolve complaints informally, where possible, and where appropriate, initiate and refer formal complaints to the Investigations Office.

SC7 also requires the Equity & Inclusion Office to report on the numbers of consultations on matters of discrimination by the UBC community.

NOTES ON THE DATA

1. The above statistical data indicates those consultations where the UBC member’s concerns relate to a protected ground and meet the minimum threshold for an SC7 complaint. The human rights office consults with greater numbers of people than indicated as we do not report on those consultations that do not have a protected ground as an element of the concern/complaint. As an example, the Human Rights staff consulted with an additional 135 UBC members whose complaint did not meet the minimal threshold of a Policy SC7 complaint. These concerns were referred to other appropriate services.
2. By May 2020, our office had recorded 112 race-based complaints; in June 2020 alone, we received 45 race-based complaints. We received an additional 14 complaints in June that were not actionable as these allegations were made against prospective or former UBC members.
3. We also recorded additional 11 race-based complaints in June 2020 that were student-on-student interactions. These files were referred to the Student Conduct Managers working under the Student Code of Conduct. Again, this is not accounted for in our official reporting numbers as these claims were not dealt with under SC7.
4. The overwhelming majority of the family status related claims were in response to the work-from-home mandate under COVID-19 protocols, particularly in its impacts on staff and faculty. This was a similar trend for claims on the grounds of disability.

