



# Retaliation Policy Reporting (Policy SC18)

2023-2024 Annual Report

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# BACKGROUND

## Retaliation Policy

UBC’s Retaliation Policy (SC18) requires the VPHR and the VPS to prepare a report each year regarding the complaints of retaliation, the investigation of such complaints and the actions taken following any findings of retaliation. Since the policy was implemented in April 2020, this is the third annual report produced.

In order for the VPHR and VPS to produce the annual report, the policy requires Designated Recipients to submit details of any reported retaliation complaints and details regarding subsequent investigations and the findings of those investigations. As part of the reporting process, the Offices of the VPHR and VPS reached out to the Designated Recipients in August 2024 as a reminder of their reporting requirements and then consolidated the information and anonymized it.

## Reporting

This report includes the summary from fiscal year 2023 to 2024, along with the reporting from 2023 to 2024. In addition, since the IO also investigates allegations of Retaliation, the annual reporting is being consolidated in the IO annual report:

| <b>Fiscal Year</b> | <b>Number of Reports of Retaliation Received (9.2.1)</b> | <b>Number of Instances of Anticipatory Protective Measures taken (9.2.2)</b> | <b>Number of Investigations of the alleged retaliation (9.2.3)</b> |
|--------------------|----------------------------------------------------------|------------------------------------------------------------------------------|--------------------------------------------------------------------|
| 2023-2024          | 4                                                        | 1                                                                            | 2                                                                  |

In 2023-2024, there were findings of retaliation as follows:

1. Respondent made disparaging comments about Discloser and discouraged a witness from participating in investigation. President issue a letter of reprimand as discipline for Retaliation.

Per the requirements of the policy, this annual report is being posted on the HR website.