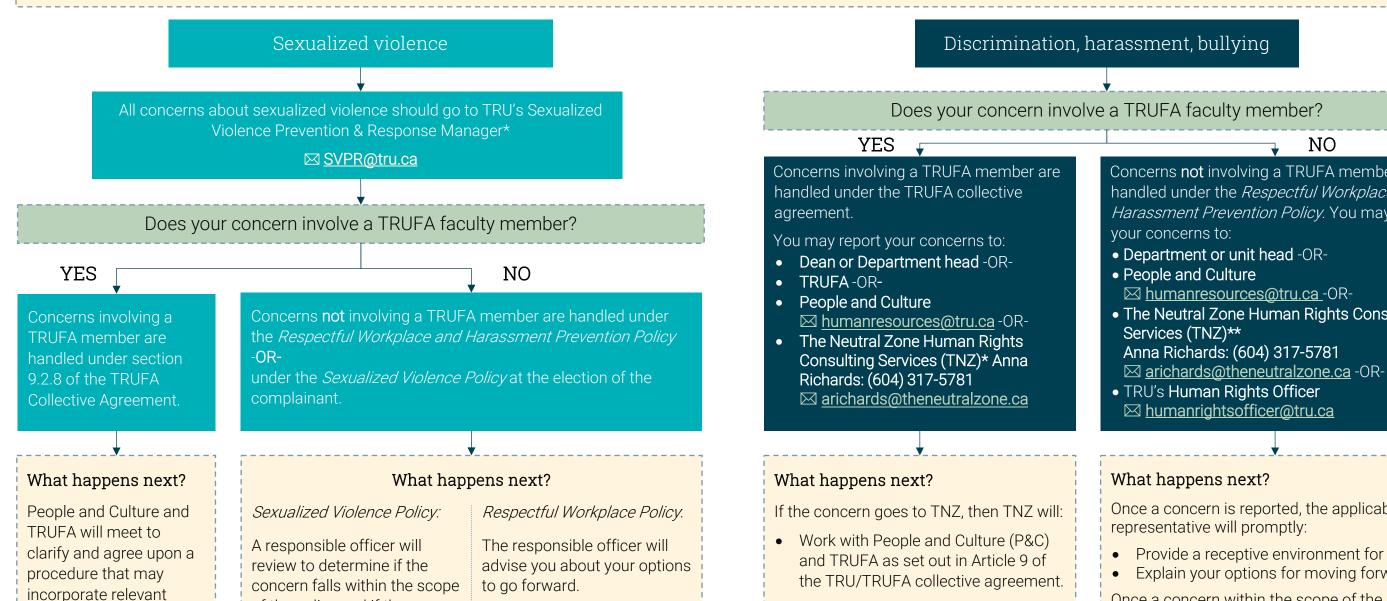
Reporting Sexualized Violence, Bullying, Harassment & Discrimination: Process for Employees

What Should I Do?

If you think you may be the subject of, or have been witness to, discrimination, harassment, bullying, sexual harassment or sexualized violence, and other forms of professional misconduct you should report your concern in writing.



provisions of the

Policy.

Sexualized Violence

of the policy and if the allegations amount to sexualized violence.

If confirmed, an investigation will proceed.

If the matter goes forward, TRU's General Counsel will work with the Human Rights Officer to ensure the policy is followed.

If the concern goes to P&C, then P&C will:

 Work with TRUFA as set out in Article 9 of the TRU/TRUFA Collective Agreement.

NO

Concerns **not** involving a TRUFA member are handled under the Respectful Workplace and Harassment Prevention Policy. You may report

- Department or unit head -OR-
- The Neutral Zone Human Rights Consulting Anna Richards: (604) 317-5781
- TRU's Human Rights Officer

Once a concern is reported, the applicable TRU representative will promptly:

- Provide a receptive environment for you.
- Explain your options for moving forward.

Once a concern within the scope of the policy is brought forward, TRU will investigate under the WorkSafe Act. At any point during the investigative process, either party or the investigator may request a mediation. Mediation cannot go ahead unless consented to by both parties.

^{*}Support is provided through TRU's Sexualized Violence prevention & Response Manager even if the survivor chooses not to file a formal report

^{**}The Neutral Zone is an external agency providing impartial and confidential support to parties involved in complaints of discrimination, harassment, bullying and other forms of professional misconduct in collaboration with internal resources.