

What happens after a complaint has been investigated?

Once the investigation is complete the Investigator will write up an official Report. The Report is confidential, and should not be disclosed unless legally necessary.

The Complainant and Respondent will receive a copy of the Report, or a portion of the Report with redactions as necessary. The Complainant has the right to know the outcome of an investigation, but not the details of the disciplinary action, if any, against the Respondent.

After the Complainant and Respondent have received the decision, the Complainant or Respondent may proceed as follows:

- Take no further action.
- Resolve the matter themselves.
- Consult with the representative who may request the appointment of a Board of Inquiry.
- Pursue any other course of action available at law, under a collective agreement, or pursuant to other Institute policies and procedures.

Where the Complainant or Respondent requests a Board of Inquiry, the request must be submitted in writing to their representative within 10 working days of receipt of the Report. This will trigger the next stage. The individual's representative will then determine if they will support moving forward with a Board of Inquiry. For students, their representative is the Student Association. For unionized employees, it is their Union. For non-unionized BCIT employees (excluded and management) it is Human Resources.

Their representative will provide their decision on whether to proceed to a Board of Inquiry in writing, to the individual and the Respect, Diversity, and Inclusion Associate Director, within 20 working days.

Decisions to proceed to a Board of Inquiry will be made in accordance with the usual practices of the Union, Labour Relations, or the Student Association.

The individual's representative must agree to move forward with a Board of Inquiry. Such notice shall set out the reasons for an appeal to the Board of Inquiry.

If no such Notice is received, the findings and recommendations of the Report shall be determinative of the complaint.