

6951 Westminster Highway, Richmond, BC
 Mailing Address: PO Box 5350 Stn Terminal, Vancouver BC, V6B 5L5
 Telephone 604 276-3100 Toll Free 1-888-621-7233 Fax 604 276-3247

The *Workers Compensation Act* requires that the employer must post a copy of this report in a conspicuous place at or near the workplace inspected for at least seven days, or until compliance has been achieved, whichever is the longer period. A copy of this report must also be given to the joint committee or worker health and safety representative, as applicable.

Inspection Report #202413986141A

Employer Name	Jobsite Inspected	Scope of Inspection
THE UNIVERSITY OF BRITISH COLUMBIA	2329 WEST MALL VANCOUVER BC V6T 1Z4	Bullying and Harassment Incident

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Nov 01, 2024	Nov 01, 2024	Nov 01, 2024	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

**ACTION MAY STILL BE NECESSARY TO ENSURE COMPLIANCE
PLEASE READ FULL REPORT**

INSPECTION NOTES

Introduction:

On November 01, 2024 I reviewed the employer's documentation pertaining to bullying harassment questionnaire reference (BHQ) No.62126

Investigation Conducted by the Employer.

For my review I went over the BHQ No. 62126 and the documentation in the form of an Executive Summary (and attachments) submitted by the employer.

I must determine the employer has effective process to investigate bullying and harassment. In general, along with the specifics of this case outlined in BHQ No, 62126 the employer has a process to address bullying and harassment matters in the workplace.

Assessment and Decision:

The employer has followed the intent of the Workers Compensation Act and subsequent policies pertaining to bullying and harassment prevention, including conducting and investigation into the matters raised in BHQ No.62126

As such the employer did use an effective investigation process in this case. The outcome of that investigation should be reviewed between the employer and worker to look at next steps. There is no further action required by Prevention Field Service at the time of issuing this report.

Information on Occupational Health and Safety Matters:

Further information on occupational health and safety matters can be found at the WorkSafeBC website ([worksafebc.com](https://www.worksafebc.com)).

Any questions with regard to the contents of this report, this Officer can be reached at 604-244-6470.

No orders are issued with this report.

REFERENCES

In addition to any orders, or other items, and the information provided in the Inspection Notes section in this Inspection Report, the officer may discuss other health and safety issues with the employer arising out of the inspection. The information below sets out the health and safety requirements discussed with the employer, and unless otherwise noted, violations of these requirements were not observed.

Reference	Details Discussed
WCA21(1) Every employer must ensure the health and safety of: (i) all workers working for that employer, and (ii) any other workers present at a workplace at which that employer's work is being carried out, and (b) comply with the OHS provisions, the regulations and any applicable orders.	This section is referenced with respect to the Executive Summary noted above.

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Employer #	Mailing Address	Classification Unit #	Operating Location
11284	C/O BRUCE ANDERSON DONALD RIX BUILDING 2389 HEALTH SCIENCES MALL ROOM 336 VANCOUVER BC V6T 1Z3	765010	002

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)
N	N	N	

Workers onsite during Inspection	Notice of Project Number
100	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Mandy Sigurgeirson	Mandy Sigurgeirson	Not Applicable	CUPE local 116, AAPS

WorkSafeBC Officer Conducting Inspection	Contact Details	
Dave Scott	Phone: (604) 244-6470	Email: Dave.Scott@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 hrs

*The time recorded above reflects the inspection time and travel time associated with this inspection report and includes time spent on pre and post-inspection activities. Additional time may be added for subsequent activity.

Request a Review

Any employer, worker, owner, supplier, union, or a member of a deceased worker's family directly affected may, within 45 calendar days of the delivery date of this report, in writing, request the Review Division of WorkSafeBC to conduct a review of an order, or the non-issuance of an order, by contacting the Review Division. Employers requiring assistance may contact the Employers' Advisers Office at 1-800-925-2233.

To submit a request online, visit <https://www.worksafebc.com/en/review-appeal/submit-request>

WorkSafeBC values your feedback. To obtain that feedback, an external market research provider may be contacting you to complete a survey.

WorkSafeBC's online services provide employers with tools to view information and to complete a variety of transactions with us in an easy, fast, and secure way. Through an online services account, you can view and download your inspection reports and compliance agreements, submit Employer Incident Investigation Reports, view your Health & Safety Planning Tool Kit, and more. Visit [worksafebc.com](https://www.worksafebc.com) to log in or create an account.

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