Students to benefit from high-tech deal

UBC and BC TELECOM have entered into an innovative 10-year relationship that will increase and improve services for post-secondary students and other learners throughout B.C. and beyond.

BC TELECOM will work with the university to design and build a new broadband, fibre-optic infrastructure, linking sites throughout UBC's 400-hectare campus.

The Campus Connectivity project will provide classrooms, laboratories, offices and student residences with high-speed access (up to 10 megabytes per second) to electronic mail and the World Wide Web. "This alliance is great news for everyone involved, especially our students," said UBC President David Strangway.

"Working with BC TELECOM, our university will be a technological leader, able to provide enhanced education to students in the Lower Mainland and throughout the province."

"In addition, this will allow us to explore and provide educational leadership through research on the social impact and policy implications of new information technologies."

The initiative will enable faculty members to prepare course materials for student use on the Web, from posting lecture notes to creating interactive, multimedia experiments. Students will also be able to use the Web to apply for admission, search library catalogues and even access their final grades.

Space in overcrowded libraries, meanwhile, will be freed up by services that allow faculty members to order electronic versions of scholarly journals.

In the future, students throughout the province will also be able to take courses concurrently with students on campus. Using the Internet, they will be able to complete course work and take part in discussions through on-line tutorials and conferencing.

Both partners will also provide distance learning to university students outside Greater Vancouver, as well as develop and market multimedia applications for other educational institutions and companies. For example, the agreement calls for the creation of a technology-related training centre which will instate teachers on the effective use of new information technologies in elementary, secondary, post-secondary and private-sector education. Under the agreement, BC TELECOM will become the university's principal telecommunications provider. This is the first step in formalizing a long-term relationship between the two organizations. The agreement follows guidelines set out by the Conference Board of Canada for partnerships between education institutions and the private sector. These funds are designated to expand the Safer Campus program and an access program for people with disabilities that have contributed $500,000 to the Safer Campus program, while $650,000 was destined for the access program.

The Safer Campus program includes a safety telephone service and upgrades to exterior lighting on campus paths. The access program includes systematic up-grading of buildings, including access ramps, curbs and audible signals for the visually impaired.

"UBC has a major space deficit despite a decade of intensive capital development, which has included a significant provincial contribution," Strangway said.

"The university has only 90 per cent of its entitlement and when we take into consideration buildings that should be removed such as old huts and trailers, we really only have 78 per cent of the space we are entitled to," he said, adding that many other buildings do not conform to provincial standards.

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School
Continued from Page 1
ted annually. Those who com-
plete the program will receive a
Master of Journalism degree.
The journalism program is
intended for those who already
have a bachelor's degree in an
academic discipline, and either
have extensive journalistic ex-
perience or demonstrate supe-
rior research and writing ability.
Some of the program's credits
would be taken in regular aca-
demic courses offered by other
UBC departments. Other credits
will be given within the school
and will be divided evenly be-
tween theoretical media studies
and the practical, technical as-
perts of journalism. Scholarly
understanding, critical thinking,
and ethical responsibility will be
emphasized.
The newsmass training as-
pert of the program will focus on
achieving the highest standards
in research, writing and editing
in the print media. Other as-
pects of the program may be added
to the curriculum at a later date,
but excellence in journalistic
research and writing skills and
their application to specialty ar-
ces will remain the core of the
program. Program curriculum will
be approved by the faculties of Arts
and Graduate Studies.

Funding
Continued from Page 1
occupational health and safety
standards and need upgrading.
Strangway said UBC has in-
creased its efficiency and pro-
ductivity in many areas over the
past few years. Graduates of UBC have in-
creased by 36 per cent since
1988/89. This 36 per cent in-
crease in output has been ac-
companied by an eight per cent
increase in provincial grant sup-
port in constant dollars. For the
past 10 years, UBC has aver-
aged a reduction of 2.3 per cent
every year in provincial grants
degrees granted. Strangway added:
"We are doing more with less,
but cuts such as this recent one
to the minor capital programs
remove our flexibility to oper-
ate," he said.

Physics camp
keeps kids enthralled
The young physicists run into
the classroom and make a bee-
liner for a cuisi of liquid ni-
nitrogen.
"No pushing or shoving be-
cause this stuff is -200°C," Sarah
Swenson said.
Swenson, co-ordinator of the
Physics Outreach Program in the
Department of Physics and
Astronomy, orders her charges to put on
their protective gloves and stand back
while she pours the frigid liquid
into a bowl of ice cream ingredients.
As Swenson pulls back from the frothing
concoction, eager helpers dive in with
wooden spoons and begin stir-
ring the brew.
"They just can't get enough
science," says a smiling
Swenson.
 Throughout the month of
July, Swenson and colleagues from the
Dept. of Physics have been
directing week-long physics
summer camps. "This past year, we
did 12 camps," she said. "The kids
do not necessarily reflect official university policy.

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recently opened salon in Kitsilano.
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The Sing Tao School of Journalism, to be built at the corner of West Mall and Crescent Road, is scheduled to open in the
fall of 1997.

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As part of his master's thesis in engineering physics, Mike Donaldson helped install a sulphur lamp at B.C. Hydro headquarters in Burnaby. The lamp light is distributed vertically down an atrium space in a new form of light guide designed in UBC's structured surface physics laboratory. The giant chandelier is the first to use the unique annular lens guide system.

UBC adopts proposal to close food outlet

After considerable deliberation, including consultation through a broadly based sponsor committee and the review of an extensive business plan, UBC has endorsed proposals to close one of its campus food operations and convert another in 1997.

The proposals call for Pacific Spirit Place, located in the Student Union Building, to close in September 1997, after the summer conference season, and for the commissary to transfer to Totem Park. The university would then seek requests for proposals to redevelop the space with an anticipated re-opening in January 1998.

Trekkers Restaurant would be converted in March 1997 from a table-service restaurant into an expanded express service outlet.

"These decisions were reached after extensive deliberation, study and consultation," said Frank Eastham, associate vice-president, Human Resources. "Our overall intent was to achieve a balance between serving campus and community needs and our responsibility to have a sound financial operation."

"It became clear to us that we need to focus on re-invigorating service in key areas of our food operations. It was also clear that in order to achieve that goal we had to rethink our activities in areas of significant continuing loss with no credible opportunity of a turnaround."

Up to 50 management and staff positions out of approximately 300 may be affected, however the university anticipates the number will be lower due to attrition and a labour adjustment plan.

"A key concern is that UBC staff members who may experience job loss be provided with an adjustment program that values and respects them and provides opportunities for employment at UBC and elsewhere. We will fully consult with the CUPE 116 union to create an adjustment plan in the coming year," Eastham said.

A business plan prepared by consultants Ernst and Young, with extensive input from internal and external staff and experts, recommended the changes in order to put UBC Food Services on a solid financial footing for the future.

Pacific Spirit Place and Trekkers Restaurants had a combined net loss totalling $712,000 in 1995/96 and financial forecasts anticipated these heavy losses would continue.

Several factors affected their operations, including competition from other on- and off-campus food outlets, changes in the customer base, and changing economic times, the report said.

The report also recommended the amalgamation of Food Services with the university's Housing and Conferences Dept. The university will review the feasibility of this recommendation, especially in light of a similar recommendation from the departmental review committee of Housing and Conferences.

A UBC sponsor committee endorsed the overall direction of the report and accepted its two major recommendations.

The study was made as part of a five-year business plan that all UBC ancillary operations are now required to make.

Copies of the Ernst and Young report are available as of Aug. 19 at Food Services in the Ponderosa Building.

Community plan draft gains GVRD, Board approval

A proposed official Community Plan (OCP) has been approved by the University of British Columbia's Board of Governors and given first and second readings in the Greater Vancouver Regional District's Board of Directors.

The OCP covers parts of Electoral Area A, including UBC and two foreshore lots owned by the GVRD which are part of Pacific Spirit Regional Park.

In September, the GVRD plans to hold an open house followed by a public hearing on the proposed OCP. UBC will take additional steps to provide opportunity for comment and input from the campus community. It is anticipated that the OCP will be finalized and in place by November.

UBC President David Strangway said UBC's aim is to enrich campus life and support the university's academic programs for British Columbians in the coming decades, Strangway said.

"We are delighted with the progress the GVRD and UBC have made during this co-operative process," said GVRD Board Chair Greg Halsey-Brandt. "And we look forward to further input on the proposed OCP in the fall."

Meanwhile, the UBC and GVRD boards have approved an interim implementation process which will allow the boards to make decisions until June, 1998 or until new governance arrangements are in place.

The Interim Implementation process includes the preparation of local area plans for the campus which will include non-institutional development such as market housing, a school, a community centre and commercial and related services.

A task force composed of UBC Board of Governors and GVRD Board of Directors representatives will oversee the process, which also involves the establishment of an Advisory Planning Committee to represent the interests of the community, as well as opportunities for public review and comment. The area plans will be approved by UBC's Board of Governors and reviewed by the GVRD for conformity with the OCP.

At the request of the GVRD, with UBC support, the Ministry of Municipal Affairs has agreed to approve in principle a governance study for Electoral Area A, which will review local government options for the area.

Fiscal year features low debt, balanced budget

by Connie Bogshaw

Staff writer

UBC's Board of Governors has approved a balanced core operating budget of $341.6 million for 1996-97 as the first step to improve productivity, increase operating efficiency and improve the financial health of the university. The budget reduces anticipated these heavy losses would continue.

With the exception of a pay equity adjustment, there was no increase in the provincial operating grant of $272.7 million which accounts for 80 per cent of core operating income, or roughly a third of UBC's total income from all sources.

In addition to the tuition freeze, which will continue through 1999, the province has also rolled back fee increases for the Student Financial Aid Fund and for the Teaching and Learning Enhancement Fund. New revenue expected from all incoming graduate students who, beginning in 1996, will pay an annual fee for each registered year instead of a program fee, and, in 1997, from international students paying full tuition.

The university will allocate an additional $2 million in recurring dollars in 1996-97 to the Outstanding Student Initiative Program which provides prizes for non-core GPOP and continues studies.

Non-core income represents funds derived either from a fee for service or designated funds. Continuing Studies activities on campus are not subsidized from the university's ancillary operations. Continuing Studies covers all of its direct expenses as well as its share of the university's administrative infrastructure costs.
Salcudean named to fluid dynamics chair

by Stephen Forgacs

The Weyerhaeuser Company Foundation has donated $500,000 to the Faculty of Applied Science for the creation of the Weyerhaeuser Industrial Research Chair in Computational Fluid Dynamics.

"The chair is intended to create a nucleus of this kind of research at UBC, thereby allowing the potential to significantly increase the efficiency of modern equipment used in the pulp and paper industry," said Dr. Ian Weyerhaeuser, president of the Weyerhaeuser Industrial Research Chair.

The chair is named for Professor Michael Salcudean, a professor of mechanical engineering, whose work focuses on computational fluid dynamics and its applications to the pulp and paper industry.

Salcudean has previously worked on the development of virtual environments for the pulp and paper industry, and has published extensively on the topic.

The donation will be used to fund research and support graduate students in the field.

"This is a significant step forward for the Faculty of Applied Science and UBC as a whole," said Dean Axel Meisen.

"This chair will help to advance and accelerate research in computational fluid dynamics and its applications to the pulp and paper industry, and will also provide important educational opportunities for students."
Discrimination and Harassment

Introduction
This policy has two objectives:
1. to prevent discrimination and harassment as prohibited under the B.C. Human Rights Act, and
2. to provide procedures for handling complaints, remedying situations, and imposing discipline when such discrimination and harassment do occur.

UBC is committed to providing its students, staff, and faculty with the best possible environment for study and work, an environment that fosters friendship and collegiality. Therefore, it seeks to eliminate behaviours, policies and practices that interfere with the pursuit of educational and employment opportunities.

All UBC students, staff members, and faculty share responsibility for maintaining a study and work environment free from discrimination and harassment. The University does not condone discrimination and harassment, including sexual harassment.

UBC's procedures for handling complaints of discrimination and harassment, including sexual harassment, offer an internal mechanism for complaint resolution that supplements employee associations and other external mechanisms, such as those provided by the courts, the B.C. Council of Human Rights, and the B.C. Ombuds Office.

Discrimination and Harassment

"Discrimination" and "Harassment" refer to intentional or unintentional behaviour that in any way interferes with a person's justification. Such behaviour adversely affects special capacities, qualities, or characteristics defined by the 1992 B.C. Human Rights Act. These characteristics include, but are not limited to, race, ethnic origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and unregulated criminal convictions. "Harassment" also includes "Sexual Harassment." "Sexual Harassment" is unwanted sexual behaviour, particularly sexual behaviour accompanied by promises of academic or employment advantages, or threats of loss of such opportunities. This definition includes sexual harassment that occurs in a professional context.

Complaints

Policy: If you believe that you have experienced discrimination or harassment, or if you have been able to resolve the situation satisfactorily, you may consult either your administrative head or an Equity Advisor, both of whom can provide you with advice and support.

Note: New language is in italics. Approved: January 1995

Policy #3

August 15, 1996

The University and all members of the University community share responsibility for ensuring that the work and study environment at UBC is free from discrimination and harassment. Specifically, the Administrative Heads of Unit (see definition) bear the primary responsibility for maintaining a study and work environment free from discrimination and harassment, including sexual harassment. Administrative Heads of Unit are free to act, and should act, on this responsibility, whether or not they are in receipt of individual complaints, and the knowledge and experience of the Equity Office are available to all members of the University community.

This policy addresses discrimination and harassment as defined in the B.C. Human Rights Act.

Background

Discrimination and harassment, including sexual harassment, can occur between individuals of the same or different status, and both men and women can be the subject of harassment by members of either gender. Discrimination and harassment, including sexual harassment, can involve individuals or groups; can occur during one incident, or over a series of incidents including single incidents, which, in isolation, would not necessarily constitute discrimination or harassment; can be direct or systemic (see definition); and can occur on campus or off, during working hours or not.

The impact of behaviour on the complainant subject to the reasonable person test (see definition) defines the comment or conduct as discrimination and harassment.

This policy is to be interpreted in a way that is consistent with the UBC Calendar statement on academic freedom (see definition). Neither this policy in general, nor

Sincerely, David W. Strangway

President

THE UNIVERSITY OF BRITISH COLUMBIA

Policy and Procedure Handbook: Revised Policy #3

Discrimination and Harassment

Guide to UBC's Policy on Discrimination and Harassment

Policy #3

THE UNIVERSITY OF BRITISH COLUMBIA

August 15, 1996

RESPONSIBLE: All Vice Presidents

Purpose

(1) The fundamental objectives of this University policy are to prevent discrimination and harassment (see definitions) on grounds protected by the B.C. Human Rights Act, and to provide procedures for handling complaints, remedying situations, and imposing discipline when such discrimination and harassment do occur.

(2) In addition, the University has the obligation to ensure that its policy and procedures are fair and are applied fairly. It is therefore necessary to provide an environment in which victims of discrimination and harassment, including sexual harassment (see definition), feel free to bring complaints forward. It is equally important that those against whom allegations are made have a fair and fair opportunity to meet those allegations.

Policy

(3) The University of British Columbia is committed to providing its employees and students with the best possible environment for working and learning, an environment which- allows friendship and collegiality to flourish. Every student and member of faculty and staff at the University of British Columbia has the right to study and work in an environment free from discrimination and harassment, including sexual harassment. The University therefore does not condone discrimination and harassment, including sexual harassment, of any kind. Indeed, the University regards discrimination and harassment as serious offenses that are subject to a wide range of disciplinary measures, including dismissal or expulsion from the University.

Revised: July 1996

Note: New language is in italics. Approved: January 1995

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The impact of behaviour on the complainant subject to the reasonable person test (see definition) defines the comment or conduct as discrimination and harassment.

This policy is to be interpreted in a way that is consistent with the UBC Calendar statement on academic freedom (see definition). Neither this policy in general, nor
its definitions in particular, are to be applied in such a way as to 
detract from the right of faculty, 
and students to participate in 
the frank discussion of potentially 
controversial matters, such as age, 
race, religion, political affiliations, 
and sexual orientation. These are le- 
gitimate topics and no University 
policy or practice may affect 
limited discussion of them or of 
prohibiting institutional tech 
nicums, such as the use of irony, 
the use of conjecture and refuta 
ion, or the assignment of readings 
that advocate controversial posi 
ions, provided that such discus 
ion and instructional techniques 
are conducted in a mutually re 
spectful and non-coercive manner.

(10) Neither this policy in general, nor its definitions in particular, are to be applied in such a way as to 
detract from the right and obliga 
tion of those in supervisory roles to manage and discipline employees and students subject to manage 
rial and instructional practices.

Access To Complaint Procedures

(11) A complaint may be lodged even when there is no apparent 
availability of the complainant in the conduct or comment in 
question.

(12) Contractors (see definitions), their employees and agents, and 
visitors to the University also are expected to 
conduct themselves in any Uni 
versity-related activity in a man 
er consistent with this policy. Al 
egendations of discrimination and har 
assment, including sexual harass 
ment, against such persons will be de 
alted with regard to any neces 
sary potential breaches of contract, and/or 
may result in suspension of University privileges, such as ac 
cess to the campus.

(13) Although contractors, their em 
ployees and agents, and visitors to the University who suffer dis 
acrimination or harassment, may 
not have access to the complaint procedures, such individuals are en 
trusted to consult with an 
Equity Advisor or express their 
concerns directly to the Associate 
Vice President Equity.

Complaint Procedures

(14) Complaints of discrimination and harass 
ment, including harassment, discrimina 
tion and sexual harass 
ment, can be resolved by employ 
ing any or all of the following: informal procedure; (see definitions); Formal 
 procedures; (structure of the complaint)

(15) The Equity Advisor or the Admin 
istrative Head of Unit (or design 
ate) assists the complainant in 
clarifying the complaint, and 
their related consequences, and in 
considering the applicability of var 
ious options, and reporting the ap 
pology from the respondent or reas 
signment of duties.

A. Informal Resolution: Administrative Head of Unit or Equity Office

(16) If a complaint is a resolution, it to which the complainant consents, and is arrived at with the assist 
sance of the Administrative Head of Unit and/or an Equity Advisor, but without the use of either mediation or investiga 
tion. The following means of achieving informal resolu 
tion are numerous. Examples include advice to the complainant such as referral for counselling or letter to the respondent; investiga 
tion of the complainant's resolution; and/or referral to other University policies and proce 
dures, such as the policy on student discipline in the UBC Calendar or the Policy on Scholarly Misconduct; or any other appropriate and just 
measures. Informal resolution can occur without knowledge to any 
one other than the complainant and/or the Administrative Head of Unit, or the Equity Advisor who receives the complaint.

(17) In keeping with their administrative responsibilities, Administrative Heads of Unit take disciplinary or 
remedial action upon informing the individual affected. No informal report or reference that adversely affects the academic, em 
ployment, professional, or other interests of the respondent shall proceed without the consent of the respondent.

B. Mediation: Equity Office

(18) At any time after a complaint has been received by the Equity Office, the parties can attempt to resolve the complaint through a process of mediation, provided that both par 
ties consent to such a process. The Associate Vice President selects a mediator who is external to UBC and trained in alternate dispute resolu 
tion techniques. Appointed mediations 
and the format of the mediation process are acceptable to both the complainant and the respondent.

(19) A mediated settlement arrived at by the parties, the complainant and the respondent is written out, signed by the complainant and the re 

donspondent, and countersigned by the mediators. If a potential settle 
ment entails action to be taken by the University, the University be 
comes a third party to the media 
tion and also must agree for there 
to be a settlement.

(20) A copy of any agreement reached during mediation is provided to each of the signatories and to the Equity Office, and remains confidential.

(21) No person involved in a mediated proceeding shall give any information, or introduce documents of that pro 
ceeding, during any other subsequent University proceeding without the consent of the med 
iation or those documents would disclose that any person had agreed to or failed to agree to such mediation occurred, what took place during the mediation.

C. Formal Investigation and Recommendation: Equity Office

(22) At any time after the complaint has been made, if the complainant wishes to have the complaint in 
vestigated, the complainant has the right to file a written request for investigation and recommendations (see definition) with the Equity Of 
face. Requests include detailed ac 
counts of the events in question on the part of the respondent that forms the basis of the complaint.

(23) Within five working days, the Equ 
ity Office delivers a copy of a request for investigation to the re 
spondent.

(24) The respondent has the right to respond to the request in writing, proposing such right existed within ten working days from re 
ceipt of that request. The respond 
ent may acknowledge the validity of the complaint in whole or in part, provide new informa 
cion, or propose a resolution of the complaint.

(25) Within five working days from re 
cipient of the respondent's written reply, a request for investigation and recommendation, the Equity Office delivers a copy of that reply to the complainant.

(26) On receipt of the respondent's written reply, the complainant may accept the reply as full resolution of the complaint, or the on the basis of the complaint or a mediator who has made its recommendation. The complainant may choose to pur 
chase informal resolution or mediation, in which case an Equity Advisor puts into effect the appro 
riate procedures.

Investigation

(27) If formal resolution or med 
iation has failed to resolve a com 
plainant, the Equity Office informs the respondent's Administrative Head of Unit, and the Administrative Head of Unit or the Equity Advisor who receives the complaint:

(28) The purpose of the investigation is to provide information to Adminis 
trative Heads of Unit who are charged with making sound mana 
gement decisions about issues under this policy.

(29) The investigator examines the com 
plainant, the respondent, and such other persons as she or he cons 
ders appropriate in the circum 
w:111stances. Such recommendations are made in writing and sup 
ported by reasons.

(30) The Panel distributes its recom 
mendations and reasons to the 
Associate Vice President Equity, the complainant, the respond 
ent, and Administrative Heads of Unit with authority to receive the recom 
mendation.

Recommendation

(31) For students, the Administrative Head of Unit within the authority to 
receive the Panel's recommendations is the President; for mem 
bers of the Faculty, the Head of Department; for faculty, the authority may be either the President or the Faculty Head of Department depend 
ings on the nature of the dis 
cipline contemplated. The Agree 
ment in the UBC Calendar states that only the Presi 
dent may discipline a faculty member or employee in the UBC Calen 
endar without pay. The individual receiving the Panel's recommen 
dation will meet with anyone else it deems necessary.
Policy and Procedure Handbook: Revised Policy \#3

Response of Administrative Heads of Unit

(43) Administrative Heads of Unit deal immediately within either formal or informal complaint or concern about discrimination or harassment, including sexual harassment, by investigating and notifying appropri- ate authorities both inside and outside the University. In addition, the Administrative Head of Unit, in consultation with the Associate Vice President, Equity Office, may take necessary steps to ensure the health, safety, and security of any subsequent investigation and recommendation, the Equity Advisor assists the complainant in doing so.

B. Initiation of Procedures by Administrative Heads of Unit

(50) Administrative Heads of Unit may lodge complaints with an Equity Advisor to resolve allegations of discrimination or harassment, including sexual harassment. An Administrative Head of Unit who lodges a complaint is identified as the complainant, and the persons directly affected by the conduct or complaint forms the basis of the complaint.

A. Initiation of Procedures by Persons Directly Affected

(43) Persons directly affected by the conduct or comment that forms the basis of the complaint may lodge the complaint with either an Administrative Head of Unit or with an Equity Advisor.

(44) At any time, complainants may choose to withdraw from these complaint proceedings. Never- theless, the University’s legal responsibility to provide a due process for the victims of discrimination and harassment, including sexual harassment, obligate the University to investigate all complaints un- less the human rights office files is restricted to current documents and their resolutions with- out identifiers.

Retaliation

(61) No one shall suffer reprisal for making a written request for investigation and recommendation, the Equity Advisor assists the complainant in taking necessary measures to protect the interests of those directly affected by the complaint: and the complaint is resolved informally or by mediation, and the complainant wishes to make a written request for investiga- tion and recommendation, assists him or her in so doing.

Confidentiality

(65) All members of the University community involved in a case are expected to maintain confidentiality, particularly within the work or study area in question and in shared professional or social circles. These members include Eq-uity Advisors, support staff, Ad- ministrative Heads of Unit, and witnesses, as well as the respondent and the complainant. Al- though at times difficult to avoid, the breach of confidentiality un- dermines the provision of due process. The University may agree to a service to both the complainant and the respondent.

General Provisions

Right of Parties to Support and Assistance

(55) The complainant and respondent are at all times during these proce- dures entitled to the rep- resentation of the complainant.

(56) The complainant is entitled to the support and assistance of an Eq-uity Advisor.

(57) The respondent is entitled to the sup- port and assistance of an advisor ex- ternal to UBC who is appointed by the Associate Vice President Equity.

(58) Members of unions and employee associations have all rights to rep- resentation that their collective agreements confer.

Participation in the Process

(59) To ensure due process, both com- plainant and respondent are ex- pected to participate and provide evidence in a timely manner. In cases where either the complainant or respondent does not participate or provide evidence within a reason- able time, the investigation and recommendation process nevertheless may proceed.

(60) Any person whose willful actions or inactions obstruct the application of these procedures may be ex- pelled or suspended or be subject to discipline.

Use of Documents

(71) Documents are used only for the purpose for which they were cre- ated and are retained by the Equity Advisor. Access to Equity Of- fice files is restricted to current members of the Equity Office staff. In cases involving repeat complaints or security and safety issues, a University Vice Presi- dent may review Equity Office files.

Multiple Proceedings

(73) A complaint under this policy may also be pursued in extra-Univer- sity processes.
Policy and Procedure Handbook: Revised Policy #3

The University of British Columbia

THE UNIVERSITY OF BRITISH COLUMBIA

(74) The fact that a complaint is being pursued under these procedures does not preclude the complainant from pursuing an extra-University process.

(75) Where two or more complaints have been lodged against the same respondent, these complaints may be dealt with by a single Panel. Similarly, where complaints are lodged against a respondent by a complainant against a complaint, these complaints may be dealt with by a single Panel.

Conflict of Interest

(76) Members of the University community are governed by the terms of the University Conflict of Interest Policy. Individuals in an intimate or sexual relationship with a person in a subordinate position shall disclose the relationship to the Administrative Head of Unit and shall cooperate with those measures the Administration may deem appropriate to avoid conflict of interest in matters such as supervision and evaluation.

(77) Where power differentials exist amongst or between faculty, staff, and students, those holding positions of authority shall not always be seen to have power, the power with which they are entrusted. Such relationships in chosen but not always bilaterally, those between a coach, an academic advisor, an instructor/professor, a mentor, a counsel/advisee or a supervisor, a tutor, a thesis/practicum research, a student, a faculty or a subordinate, junior colleague, or student. Any relationship in which sexual power is relevant shall be disclosed to the appropriate administrative body.

(78) An inappropriate sexual relationship may create a work or study environment for others and give rise to a complaint under this policy.

Interim Solutions

(79) The complaint, respondent, or unit may require immediate measures to preserve safety, morale, or efficiency while a situation is being resolved, investigated, or decided. Such measures, whether initiated by the Administrative Head of Unit or by the Equity Advisor, should not be viewed as judgment of the credibility of the complainant or respondent. Any such measures shall be conducted consistent with such measures with the Associate Vice President Equity. His or her decision is final in the event of any appeal and is applied after an evaluation of this policy and procedures.

Concerns and Complaints about Procedures

(80) General or specific complaints about the application of these procedures may be addressed to the Associate Vice President Equity.

The Equity Office

(81) The Equity Office has responsibility for:

- providing advice and assistance to the Administrative Head of Unit and others seeking direction in developing informal resolution, and arranging for mediation or investigation;
- ensuring that the policy and procedures in this document have been appropriately and effectively implemented;
- providing information and advice on the complaint process and limitations to confidentiality to any member of the University community;
- providing education to individuals and departments on the prevention and remediation of discrimination and harassment, in consultation with the associated administration;
- publishing annually in UBC Reports statistical and summary reports on the number of complaints made, the disposition of complaints, the outcomes, educational activities, and an evaluation of this policy and its processes;

President's Advisory Committee on Discrimination and Harassment

(82) The Associate Vice President Equity ensures that the President's Advisory Committee on Discrimination and Harassment has a representative from the diversity of members of the University with regard to gender, culture, ethnicity, disability, and sexual orientation.

(83) The tasks of this Committee are to:

[Various tasks listed]

Definitions

Academic freedom at UBC is defined in the UBC Calendar: "The members of the University enjoy certain rights and privileges essential to the fulfiment of its primary functions: instruction and the pursuit of knowledge. Among these rights is the freedom, within the law, to pursue what seem to them fraught with inquiry, to teach and learn unhampered by external or nonacademic constraints, to engage in research and unencumbered by the operation of any opinion. This freedom extends not only to the regular members of the University but to all who are invited to participate in its forum. Suppression of this freedom, whether by institutional fiat or by action of the University or the actions of private individuals, would prevent the University carrying out its primary functions. All members of the University must recognize this fundamental principle and be prepared to support, safeguarding and preserving this central freedom. Behaviour which obstructs free and full discussion, not only of ideas which are safe and accepted, but of those which may be unpopular or even abhorrent, vitally threatens the integrity of the University's forum. Such behaviour cannot be tolerated."

Administrator's head of unit is Director of a service unit; Head of an academic department: Director of a centre, institute or school; Principal of a college; Dean; Associate Vice President; University Librarian: Registrar: Vice President; or President.

Contractors include vendors of goods or services to the University, volunteers, members of committees, the community, community planning and internships placements, and others with similar connections to the University.

Discrimination refers to intentional or unintentional treatment for which there is no bona fide and reasonable justification. Such discrimination imposes burdens, obligations, or disadvantages on specific individuals or groups as defined by the British Columbia Human Rights Act (1984, amended 1992). The grounds protected under the British Columbia Human Rights Act include age, race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and criminal convictions. The Act contains a number of exemptions and complaints and respondent actually experienced, knew, or understood about one another or the situation, but also what a reasonable person in each of their circumstances would or ought to have experienced, known, or understood.

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Sexual Harassment refers to comment or conduct of a sexual nature by a person who knows or ought reasonably to know that the comment or conduct is unwanted or unwelcome. The conduct or comment detrimentally affects specific individuals or groups as defined by the British Columbia Human Rights Act. The term sexual harassment includes any action or omission by a person which is or which is likely to be perceived by another person as sexual harassment, in circumstances which the person knows, or ought reasonably to know, that the other person would find the action or omission unwelcome or offensive. The term also includes any action or omission by a person which is or which is likely to be perceived by another person as sexual harassment, in circumstances which the person knows, or ought reasonably to know, that the other person knows, or ought reasonably to know, that the other person would find the action or omission unwelcome or offensive.

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Systemic Discrimination refers to policies or practices that appear neutral, but which contain unjustifiable or unreasonable barriers that lead to adverse job- or study-related consequences for members of groups protected by the B. C. Human Rights Act.

Written request for investigation and recommendation under these procedures means a written complaint by an individual or group that he/she/they have been discriminated against or harassed including sexually harassed; or that there has been retaliation. Such request shall be in writing and submitted to the Associate Vice President Equity Advisor or for participating in proceedings under this policy; or that there is believed to be harassment taking as to future conduct. A written request must identify the person who is believed to be harassing and provide sufficient detail for an investigation.
The Board of Governors approved the countability document and, in particular, the following budgets:

**General Purpose Operating Funds**
- Core
- Non-Core
- Continuing Studies
- Specific Purpose
- Environment
- Trust

**Physical Infrastructure**

**U BC Utilities 1996/97**

A roll-back of 1996/97 rents for continuing Acadia Park tenants was approved. The Board approved an increase in the admission processing fees for the admissions cycle commencing September 1997 as follows:
- For applications received between $21 to $22.
- For applicants presenting documents from outside BC - from $276 to $284.

The University maintains a general purpose operating budget program which, subject to annual approval of the Board of Governors, allows faculties and operating areas aggregated at the appropriate vice-presidential level to carry forward unexpended funds into the subsequent fiscal year up to a maximum of 5% of the budget allocation for that given year. The Board approved the carry-forward of general purpose operating funds for the year ending March 31, 1998, in the amount of $89,279,438.

The University's financial statements for the fiscal year ended March 31, 1996, were approved.

**ACADEMIC AND STUDENT AFFAIRS**

The revised policy on Discrimination and Harassment was approved.

**Strategic Planning and Property**

The Board received a proposal with respect to the Rick Hansen Centre for Rehabilitation Sciences. It was agreed that public information meetings will be held before a decision is made as soon as possible with a target date of early September 1996.

The Board approved the establishment of the Rick Hansen Centre and authorized the President to facilitate the process on behalf of UBC to allow the transfer of the endowments to the Rick Hansen Trust managed by UBC, and to enter into a Memorandum of Understanding regarding the creation and role of the Rick Hansen Centre.

**Appointments**

- Dr. John Cairns, Dean of the Faculty of Medicine, was nominated to the Board of Trustees of the Vancouver General Hospital and Health Sciences Centre effective October 1, 1996, and to the Hospital Board upon its formation.
- Professor Kenneth R. MacCrimmon was appointed a member of the Peter Wall Institute for Advanced Studies through December 31, 2002, and as Director of the Institute, until then, June 30, 1998. Appointments to take effect immediately.

**Other**

The following dates of meetings of the Board of Governors in 1996/97 were approved:
The classified advertising rate is $15.75 for 35 words or less. Each additional word is 25 cents and is charged at 50 cents for the first word. The minimum charge is 75 cents. The publication date to the UBC Public Affairs Office, 310-625 Cecil Green Park Road, Vancouver B.C., V6T 1Z1, accompanied by payment in cash, cheque (made out to UBC Reports) or internal requisition. Advertising enquiries: 822-3131.

The deadline for the September 5, 1996 issue of UBC Reports is noon, August 26.

**Accommodation**

**POINT GREY GUEST HOUSE** A perfect spot to reserve accommodation for students, faculty, lecturers or other university members who visit throughout the year. Close to UBC and other Vancouver attractions. A tasteful representation of our city and of UBC. 4111 10th Ave. Vancouver, B.C. #250. Tel. 604/222-4104.

**TINA’S GUEST HOUSE** Elegant 1 bedroom, w/HVAC & Minutes from UBC. On umbrellas routes. Close to shops and restaurants. Ion. tea, coffee and making, private phone/ fridge. Weekly rates available. Call 222-3461 or Fax: 222-9271.

**ENGLISH COUNTRY GARDEN** Bed and breakfast. Warm hospitality and full breakfast welcome you to our centrally located, 10 minutes from UBC, downtown and bus service. Large ensuite rooms with TV and phone. 3460 West 15th Ave. 737-2506.

**KITSILANO, 6th AVENUE** 3200 BLOCK Furnished. 1 bedroom plus den. Main floor. 1 appliances. From Sept. 1-Nov. 15. (flexible) $1200/month. 737-6882.

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**GREEN COLLEGE GUEST HOUSE** Five suites available for academic visitors to UBC only. Guests dine with residents and enjoy college ambiance. Curr.$115 per day, $551 per day for meals. Sun.-Thurs. Call 822-6400 for more information.


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Peter Larkin: 1924 - 1996

A champion of common sense

by W.H. New

McLean Chair of Canadian Studies

Peter Larkin solved problems. He did so in part by refusing to believe they were problems in the first place; instead, he saw difficulties and disagreements simply as challenges to the imagination, impasses as sites to climb through.

I remember how, shortly after I first began to work with him in 1975, I ran headlong one afternoon into a stubborn proverbial knot. "It's sunny out," he said, when I tried to explain what was going wrong, "let's go for a walk." It was one of those crisp autumn days when the UBC campus seems electric and alive, and 20 minutes later the knot no longer seemed stubborn. We didn't exactly talk things through. You did tell me what to do. It was more Peter's way to let you work out for yourself the separate consequences of different actions. He just listened, attentively.

But his own commitment was never in doubt: to the highest standards of scholarship, to clarity and precision, to creative and judicious solutions, to the continuing exercise of humane choice.

These commitments are, of course, some of the reasons why he was so widely admired. He loved teaching. He won UBC's Master Teacher Award in 1971, and a dozen other medals and prizes, including two honorary degrees, the Order of Canada, and the Order of British Columbia.) Role model as well as teacher, he was, however, always too modest ever to admit to that fact. "I'm just an ordinary fellow doing his job," he'd say. Everyone else knew that he was much, much more.

One measure of the breadth of his accomplishments lies in that his life and career cannot be easily summarized. Born in New Zealand, he came to Canada as a child, and was educated at the University of Saskatchewan and Oxf ord (where he was a Rhodes Scholar, earning his DPhil at the age of 24). He moved to B.C. as Chief Fisheries Biologist for the B.C. Game Commission in 1948, and in 1955 he joined the faculty at UBC. He worked first in the Fisheries Institute, and then in the Dept. of Zoology; and subsequently he became head of department, then dean of the Faculty of Graduate Studies, and later still, vice-president in charge of research. Author of some 160 scientific papers, he also served over the course of his career on some 50 local, national, and international commissions, ranging from the Science Council of Canada and the National Research Council to TRIUMF and the Vancouver Hospital Board, and from federal studies of the impact of pesticides, and United Nations studies of marine mammals, to the Board of B.C. Packers Ltd., the B.C. Advisory Committee on Ecological Reserves, and the committee that recommended the creation of Strathcona Park.

After his retirement from UBC, he became actively involved in the North- ern River Basins Study, and he maintained his interest in marine research. Always he engaged creatively with the world around him. As a scientist, he wanted to know more about the world; as a thinking scientist who was also a sensible human being, he wanted also to make sure that the world re- mained-or sometimes became again-a liveable place.

By one of those ironies that go by the name of coincidence, Peter's last note to me arrived in the mail on July 10, the morning he died. The note (as usual, brief) began with the simple word "Awesome!" He was describing something that had appealed to him, and he went on to talk about it in a little more detail. But in retrospect I read that one word as characteristic of the way he met life in general. Enthusiastically. Energetically. Irresponsibly. For him the world was an endless source of wonder and delight. He strove to understand it better, and if possible explain a little more about it. But he took pleasure also in its mysteries. For those things that persistently remained unclear—those that continued beyond the reach of explanation—obliquely and indirectly promised a kind of continuity to scholarly enquiry. Mystified inevitably led to more thought, more wonder, and—occasionally (the scholar-teach- er's dream)—more understanding.

Peter was concerned about the shaping of public policy, and he participated willingly in government commissions, trying to match scientific knowledge with community wishes and needs. He took real delight in the intricacies of scientific enquiry. Yet he balanced these pursuits by delighting in people and language, as well. An intensely private family man, he was always at ease on the public stage. He wrote skills. He wrote comic verses. He espoused scholarly charity, and at the same time appreciated a good (or a very awful) pun. He loved celebrating others' accomplishments, and frequently did so, with wit and a sense of occasion. He could be passionately serious. He was a witty raconteur. There was no incon- sistency here. He simply had the ability to lead without requiring that he be praised for leading; and he had both the expertise to provide judicious and informed advice, and the wisdom not to mistake advice and opinion for infalli- bility. His intelligence shaped his understanding of the world; his faith in human worthiness sustained it; his gift of laughter helped him share this understanding with others.

And share he did. Over the 20 years that I knew him, I saw him touch by example rather than by rule. He understood that people work best when they work with you rather than for you. He knew that administration is the art of enabling possibilities rather than the art of designing restrictions. And he encouraged and supported others—supported them in their research and aspirations, encouraged them to recognize and respect the talents they themselves possessed, to express their views frankly and fairly, and to appreciate that all perspectives and talents need not be the same to be of value. He demanded as much of himself as he did of others: honesty, accuracy, integrity, consideration. And he gave of himself in return: to science, to academy, to the community, friends and home. A modest man, yes. But inestimable. His family—his wife Lois, their five daughters, and their families—have lost a constant and loving companion; the university has lost a champion of common sense; the country has lost an effective advocate for science and ecology; the world has lost an incompara- ble mentor and friend. We remember him with honour, and appreciation.