



7.1 SBCV WORKPLACE BULLYING AND HARASSMENT INVESTIGATION ASSISTANCE PROGRAM

If you would like to make use of the SBCV Workplace Bullying and Harassment Investigation Assistance Program please contact our Executive Director at 604.406.3713 or [email](mailto:cvma-sbcv@cvma-acmv.org) her directly at cvma-sbcv@cvma-acmv.org

The SBCV understands that some employers may not be comfortable conducting their own investigations as the result of an allegation of bullying and harassment, and that there may be situations where the allegation of bullying or harassment is against the practice owner, practice manager, or other individual who might otherwise investigate and adjudicate such complaints.

The SBCV, as a member service, may assist upon request of an SBCV member; such assistance is to be considered helpful, voluntary, and persuasive but under no condition is it prescriptive or given under any authority. It should act as an impartial investigative body that concludes what occurred, and any remedy, both only as suggestions.

The SBCV will use a skilled individual familiar with adjudicating regulatory matters, who is not a veterinarian and under no duty to report.

Once the investigation and conclusions are completed, a written report will be produced and names redacted and presented to a delegated member of the SBCV Board who will either approve that it be provided with names unredacted to the SBCV member and the employee who complained, or that the SBCV take no action.

The intent of this program is to provide skilled impartial collection and assessments of the evidence according to the WorkSafeBC Investigations Guide providing the activities starting at STEP THREE and ending after STEP FIVE, with a suggested STEP SEVEN. It is up to the employer to consider the conclusions of the SBCV report, and act on them.

However, the written report will be provided to both parties, the SBCV Member and the employee alleging bullying or harassment, at the same time. Reports will be provided under the designated signature of the Society of BC Veterinarians.



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