UBC SAUDER SCHOOL OF BUSINESS

ROBERT H. LEE GRADUATE SCHOOL

Procedural Fairness: Student Rights

Right to Know
Every student who is reported for misconduct has the right to know the case against them. This includes general information regarding the evidence, a summary of the reported incident, and any specific evidence that a student may be able to provide additional explanation. After being provided with a right to know, the student then has the right to be heard or respond (below).

Right to be Heard and Respond
After hearing a case against them, a student has the right to respond to the reported concerns and provide any evidence to support their claims. A student's right to be heard precedes any decision-making process – a decision is not made until a student is provided with an opportunity to respond.

The meeting with the Conduct & Integrity Specialist is an opportunity for a student to hear the case and respond to reported concerns.

Right to a Fair Decision
The right to a fair decision notes that a student has a right to an impartial decision – this means a decision should not be made with bias or conflicts of interest. Examples of bias or conflicts of interest could include:

- When a decision maker has decided the case before hearing it
- When a decision maker is hearing a case against those with whom they have a pre-existing relationship

Right to Reasons
Administrative staff must give meaningful reasons for a decision and the determined outcome (i.e. explain the 'why' behind a decision and outcome). Reasons should be understandable and should demonstrate that the administrator has fully and fairly considered the issues. These reasons should be part of a formal decision letter to the student.

Right to an Appeal
A student has the right to challenge the outcome of the decision-maker. Traditionally, appeals will be heard by a higher university authority. Examples of possible grounds for appeal include:

- A substantial procedural error has been made, or evidence of bias in a decision
- New evidence is available that is likely to change the outcome
- The outcome of the decision was disproportionate to the nature of the offense

Questions?
There are services on campus to advise and support students facing reports of academic and non-academic misconduct. Information regarding these supports can be found below:

- Office of the Ombudsperson for Students
- AMS Advocacy
- GSS Advocacy

Office of Student Academic Services
UBC Sauder School of Business
137-2053 Main Mall
Vancouver, BC, Canada V6T 1Z2