



Dec 8, 2023

What to do if you receive a notice of investigation

Collective agreements for both BCTF and CUPE members have clear language around bullying and harassment, and the process that is undertaken when a complaint is filed. Districts also have policies and procedures around bullying and harassment.

It can be a very unsettling feeling when a Principal or Vice-Principal receives notice that there has been a complaint filed against them, and that an investigation will be undertaken. It is also something that is happening more and more frequently across the province.

Should members ever find themselves in this situation, we strongly encourage them to reach out to the MSS team at BCPVPA as quickly as possible, and support and representation will be provided through the process. Members are also reminded that these processes are very confidential and information should not be shared with colleagues or others.

Further information about process can be found in this [recent Principle\(d\) article](#).

Any questions can be referred to the MSS team at mssinfo@bcpvpa.bc.ca