

Information Sheet: Survey on Discrimination, Harassment, Sexual Harassment, and Bullying in B.C.'s Legal Profession

Purpose of the Survey

The Law Society of British Columbia is conducting this anonymous survey to understand bullying, harassing, and discriminatory behavior exhibited in the legal profession—behaviors contrary to the *Code of Professional Conduct for B.C.*—and to inform the Bullying, Discrimination, and Harassment Task Force's work in developing evidence-based measures to address these behaviors. The survey covers four topics:

- **Discrimination**
- **Harassment** (including two potentially common forms: **Sexual Harassment** and **Bullying**)

Your responses will help us:

1. learn how common these behaviors are in the legal profession,
2. explore barriers to reporting,
3. assess experiences with current processes and outcomes, and
4. inform the law society's policy-making efforts.

We invite participation from the legal community, including legal professionals and individuals who work and interact with them in professional or work-related social contexts. The survey is open until **November 14, 2025**. Learn more about the [Task Force's mandate](#).

What is Involved

The survey takes about **15 to 20 minutes** to complete and is organized into six sections:

1. **Professional demographics**
 - Your role in the legal profession, year of call, and related information.
2. **Personal Experiences**
 - In this part of the survey, experiences of discrimination, harassment, sexual harassment, and/or bullying by a lawyer are asked about separately, with follow-up questions on the grounds, nature, frequency, and recency of each, if applicable. (In other parts of the survey, these categories are combined.)
3. **Reporting Outcomes and Processes**
 - Whether you reported the incident(s), who you reported to, reasons for not reporting, the outcome if you did report, your awareness of the reporting process, and any suggestions for improvement.
4. **Observed Behavior**
 - Experience as a witness of discrimination, harassment, sexual harassment, and bullying, with follow-up questions if applicable.
5. **Addressing Discrimination, Harassment, Sexual Harassment, and Bullying**
 - Your views on the effectiveness of measures being considered by the Task Force.
6. **Socio-demographic Information**
 - Question about gender, racial identity, other demographic questions, and space for additional suggestion. These questions, definitions, and response options are largely

based on the Government of British Columbia's demographic survey, with some modifications to ensure accuracy, reliability, and comparability across studies.

Data from Sections 1 and 6, will be used to create an overall aggregate-level profile of survey participants and explore whether certain communities are more affected by these issues.

Potential Risks and Support Resources

Some questions may bring up difficult feelings or memories. If at any point you feel uncomfortable, you are welcome to **pause or stop the survey**, or you can save your progress and return to the survey later using the "Save & Exit" button.

If you need support, mental health resources are available to licensees and articling students through the [Lawyer Well-Being Hub](#), such as Telus Health One, the Lawyer Assistance Program, and our Equity Advisor.

Voluntary Participation, Confidentiality, Data Security, and Dissemination of Results

Your participation is entirely voluntary and you may skip any question you do not wish to answer. You may also withdraw at any time without giving a reason and without any consequences.

Your responses are completely anonymous and cannot be linked with your name or LSBC member ID. To help maintain this anonymity, we ask that you avoid including names or other details that could directly or indirectly identify yourself or others.

All survey responses will be stored on password-protected computers and servers, accessible only to designated staff. The findings will be used to create an anonymized report that will guide future policy decisions aimed at addressing discrimination, harassment, sexual harassment, and bullying within B.C.'s legal profession.

When sharing the data to fulfill our obligation to inform the public and the legal community, any quotes will be fully de-identified. Findings will be reported in a way that ensures your identity cannot be inferred, maintaining both confidentiality and transparency.

Privacy Notice

This data collection is authorized in accordance with the Freedom of Information and Protection of Privacy Act, RSBC 1996, c. 165, s. 26 (c). If you have any questions about the collection of this information, please contact Kerry Holt, Chief Operating Officer, at KHolt@lsbc.org.

Questions?

If you have any questions, please contact Dr. Rashmi Nair, Senior Data and Policy Analyst at RNair@lsbc.org or 604.605.5377.