

RESPONSE

Sharing information about a disclosure without a survivor's consent can have a significant negative impact.

RESPECTING CONFIDENTIALITY

Staff and faculty must make every reasonable effort to protect personal information and maintain confidentiality.

- ▶ Collect and record the minimum amount of information necessary to provide an appropriate response, usually only the information necessary to refer a survivor to the Sexualized Violence Resource Office in EQHR.
- ▶ Information should only be shared with, or accessed by, those who need the information to perform their work-related duties.

If you are unclear about who to tell, what to share, your responsibilities or your obligations, reach out to the Sexualized Violence Resource Office in EQHR for confidential advice.



LIMITS TO CONFIDENTIALITY

There are times when UVic staff or faculty may be obligated to break confidentiality, including:

- ▶ if there is an imminent health or safety risk to the survivor or someone else,
- ▶ if it is required by law or university policy,
- ▶ a staff member needs the information to perform their employment duties (e.g., implementing UVic's policy or taking corrective action).

If you believe there may be limits to confidentiality, please reach out to the Sexualized Violence Resource office for confidential advice.

SUPPORT FOR UVIC STAFF AND FACULTY

Anyone on campus can experience sexualized violence and all UVic community members who are impacted by sexualized violence, including staff and faculty, have a right to access support through the Sexualized Violence Resource Office (SVRO). You are encouraged to call the SVRO for more information on available options and to obtain confidential advice. Faculty and staff who have experienced sexualized violence personally and who are represented by a union can contact their union representative for support and/or bring them to any meetings.

CONNECT WITH US

For more information, additional support options and educational resources you can:

Visit our website: uvic.ca/svp

Email: eqhr01@uvic.ca

Call the office: 250-721-8021

Visit: Sedgewick Building, C Wing

QUICK REFERENCE GUIDE

Sexualized Violence Prevention and Response at UVic

Sexualized violence is any non-consensual, unwanted, actual, attempted, or threatened act or behavior that is carried out through sexual means or by targeting a person's sex, sexual identity, or gender identity or expression. This may or may not involve physical contact.

We all have a fundamental right to live, learn and work in an environment free from sexualized violence.

All UVic staff and faculty need to be prepared to respond to sexualized violence and have conversations about how we can all create a safer, more inclusive campus.



uvic.ca/svp

Anyone on campus can receive a disclosure of sexualized violence at any time. It is important to respond in a survivor-centred and trauma-informed way that respects confidentiality.

RECEIVING A DISCLOSURE

A disclosure is different from a report.

- ▶ A disclosure is someone sharing their experience of sexualized violence with you.
- ▶ A report is done formally with the purpose of initiating an investigation, and must be done at the Sexualized Violence Resource Office in EQHR.

How you respond to a disclosure can have a significant impact on what a survivor does next.

- ▶ Prioritize the safety of those impacted.
- ▶ Provide options and choices.
- ▶ Avoid re-traumatizing or re-victimizing.

It takes a lot of **COURAGE** to disclose sexualized violence. When receiving a disclosure, take the following steps:

- C** **COMMENCE** by believing people and taking the disclosure seriously by actively listening
- O** **OFFER** to connect the person with resources and support options
- U** **UNDERSTAND** the importance of confidentiality, including its limitations, and avoid asking too many questions
- R** **RESPECT** a survivor's choices and personal boundaries
- A** **ACKNOWLEDGE** there is no "right way" for a survivor to respond to sexualized violence
- G** **GIVE** validation: create a non-judgemental space where people feel safe to talk
- E** **EXPRESS** empathy by saying "I am sorry this happened to you"

PREVENTION

At UVic, everyone needs to be prepared to have conversations about preventing sexualized violence and practicing consent. Creating a safer and more inclusive campus is our individual, collective, and institutional responsibility.

RESPECT COMES FIRST

Creating a safe and inclusive environment for everyone involves

- ▶ valuing each person regardless of their sex, gender identity or expression, sexual orientation, racial and/or ethnic background, religious affiliation, socio-economic status or ability,
- ▶ being aware of whether your language and/or actions could be perceived as sexist, racist, homophobic, transphobic, etc.,
- ▶ recognizing that everyone is entitled to having and maintaining their own boundaries,
- ▶ asking for consent and paying attention to other people's verbal and non-verbal responses to ensure we are not pressuring someone to do something that makes them uncomfortable.

RESPECT AS A DAILY PRACTICE

Demonstrating respect means asking before we

- ▶ close the door for a one-on-one meeting,
- ▶ enter someone's office or work space,
- ▶ borrow our colleague's equipment or supplies,
- ▶ touch or hug a friend, peer, or colleague,
- ▶ take photos of others, or share them online,
- ▶ volunteer someone for an activity, or
- ▶ assume someone's pronouns.



CONSENT is the voluntary agreement to engage in physical contact or sexual activity and to continue to engage in the contact or activity. Consent means that all persons involved demonstrate—through words or actions—that they freely and mutually agree to participate in a contact or activity.

CONSENT AS A DAILY PRACTICE

Consent should inform all of our interactions with one another.

Practicing consent and respecting other people's boundaries is how we build a safer, more inclusive campus and prevent sexualized violence.

In every situation, remember, consent

- ▶ is compromised when someone abuses a position of trust, power, or authority—unequal power shapes people's ability to say yes and no,
- ▶ must be given at the outset and at all stages of physical contact or sexual activity,
- ▶ is the responsibility of the person wanting to initiate the contact or activity,
- ▶ cannot be given by people who are incapacitated—i.e., cannot understand the who, what, when, where, or why of what is going on,
- ▶ can be withdrawn at anytime, for any reason,
- ▶ cannot be implied for the future based on previous consent given,
- ▶ does not equal silence or the absence of "no".

We are all responsible for always practicing respect and consent with our peers, colleagues, mentors, and mentees. This is how we establish academic and professional excellence at UVic.