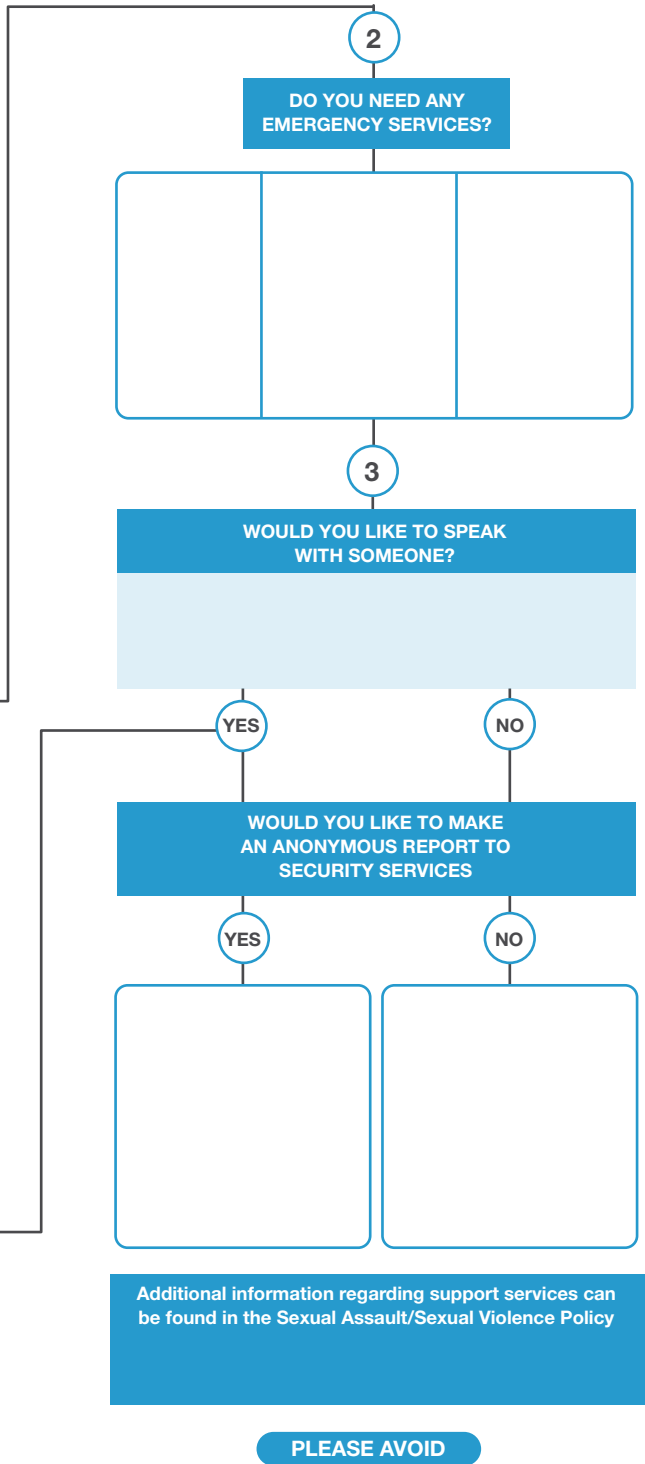
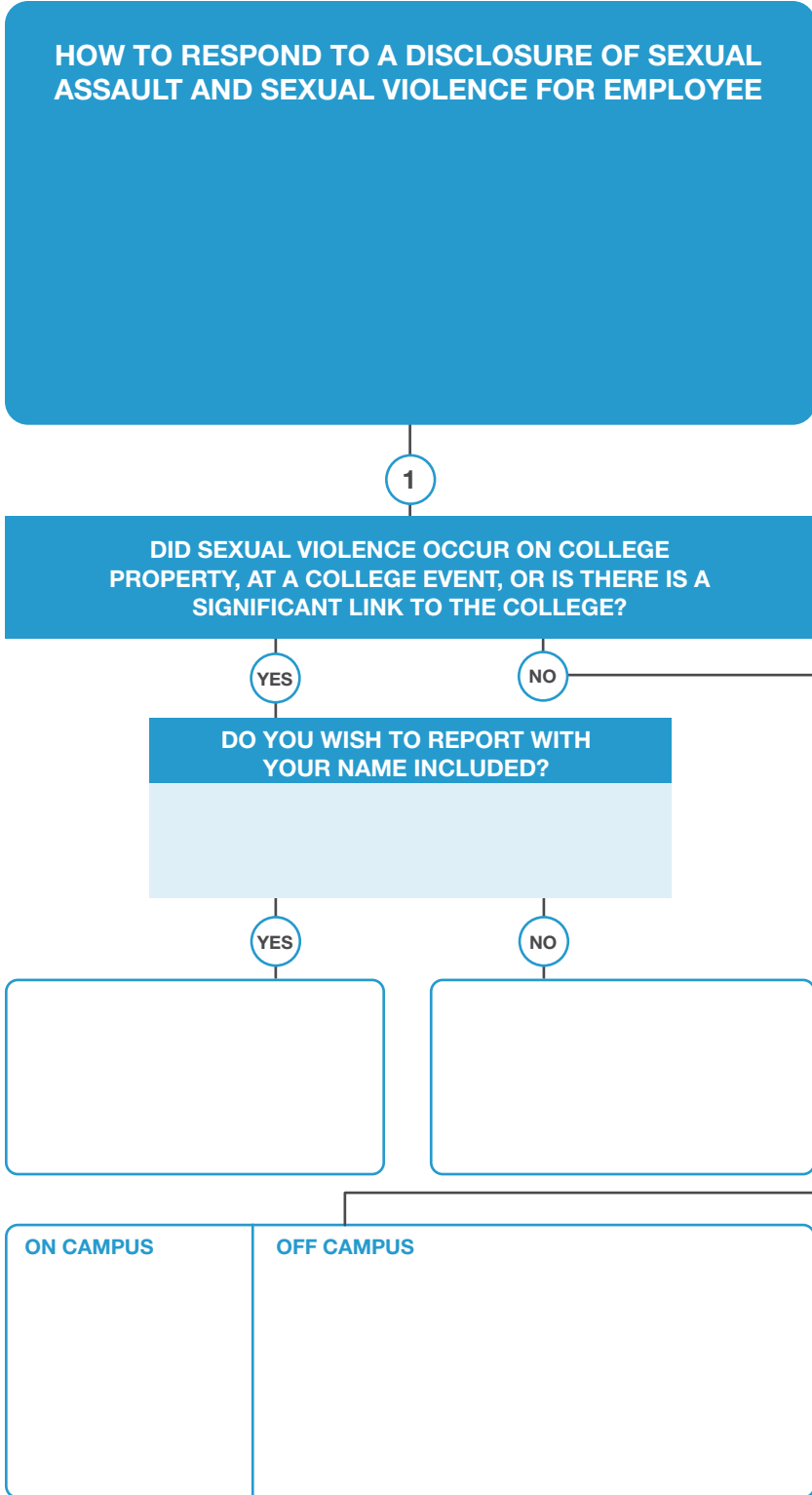
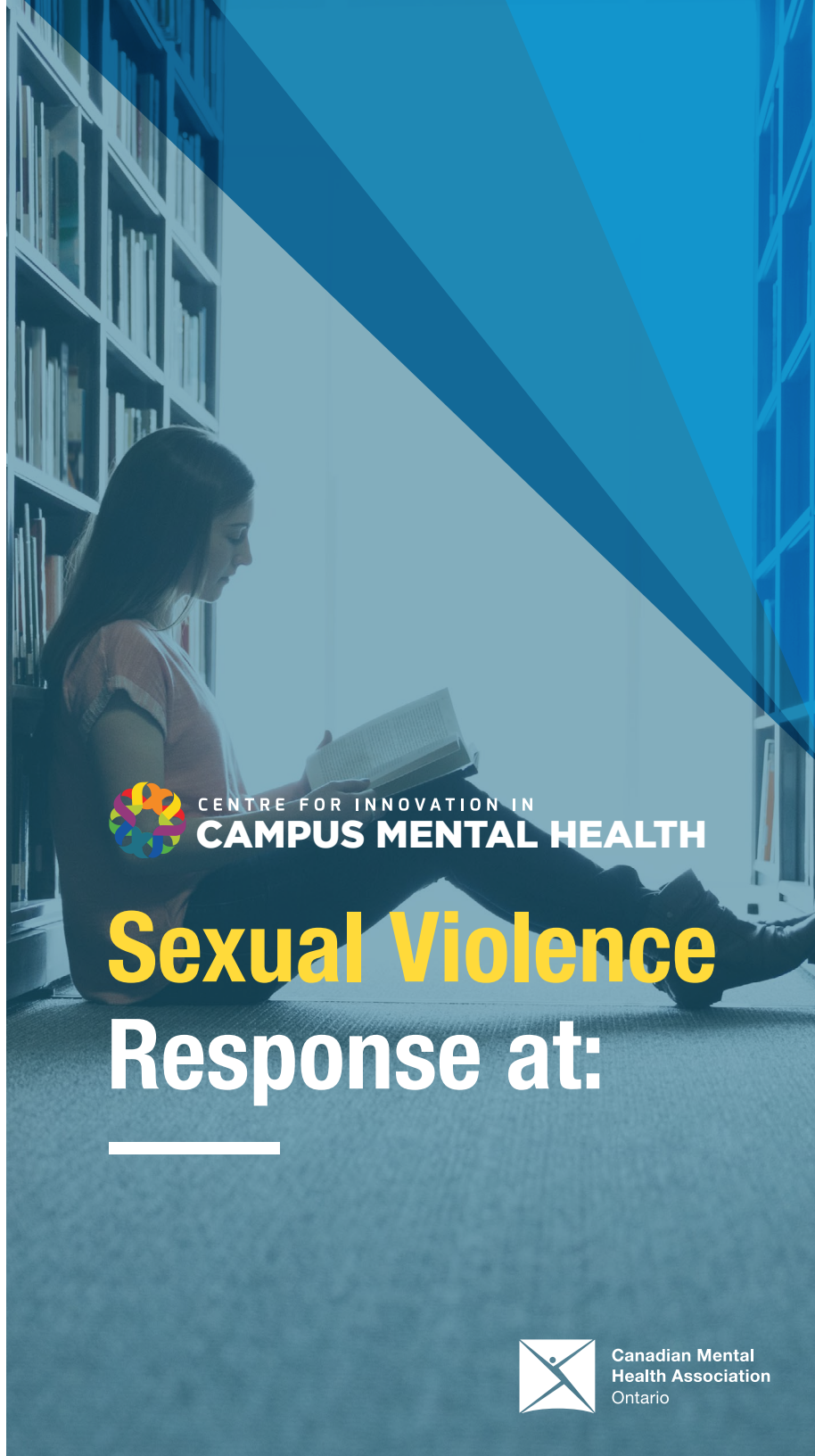


# HOW TO RESPOND TO A DISCLOSURE OF SEXUAL ASSAULT AND SEXUAL VIOLENCE FOR EMPLOYEE



Writing information down | Asking who/what/where/when/why  
Saying "I think you should..." or You need to..."



CENTRE FOR INNOVATION IN  
**CAMPUS MENTAL HEALTH**

# Sexual Violence Response at:



## Disclosure

A disclosure of sexual violence is when someone shares information about an incident of sexual violence. A person impacted by sexual violence is not required to make a formal complaint in order to obtain support, services or accommodations for their needs. Please follow the flow chart below to learn more about supporting survivors or sexual violence.

## Sexual Harassment

Any unwanted or offensive sexual behavior that creates a hostile or stressful living, learning, or working environment. Sexual harassment can be a single incident or an ongoing pattern of behaviour.

Examples of sexual harassment include:

- Unwanted sexual advances
- Unwanted or uninvited touching
- Sexual retaliation or threats
- Sexual jokes or comments
- The displaying of sexually suggestive images

## Consent

Consent is the voluntary and explicit agreement to engage in the sexual activity in question. It is the act of clearly and willingly agreeing to engage in specific sexual behaviour, and requires that a person is able to freely choose between two options: yes and no.

### Consent:

- Cannot be given when impaired under the influence of drugs or alcohol
- Cannot be assumed or implied
- Cannot be given by silence or the absence of no
- Can be revoked at any point before or during sexual activity

## Sexual Violence

Any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened, or attempted against a person without the person's consent. Sexual violence includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

## Sexual Assault

Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of the survivor and involves a range of behaviour from unwanted touching to penetration.

## Sexual Violence Roles



### Counselling Services and Emotional Support

Attending to your emotional health can be an important part of your healing process. Confidential support services are available to assist you. No information is shared without your permission.

### Health Services

Seeking medical attention can be an important step for some survivors. These services can assess your overall health needs, provide testing for sexually transmitted infections and pregnancy prevention options.

### Police

When someone reports to the police, an investigator is assigned to each report. The investigator meets with the Survivor (reporter) and the investigator will encourage the Survivor to attend the hospital for evidence collection, and health care. The investigator will meet with all witnesses and gather as much evidence as possible (surveillance video, clothes, text messages, phone calls, etc.). The survivor can decide if they would like the information in an information report or if they want charges laid.

- The investigator will determine if charges can be laid or not (police need reasonable grounds to arrest and lay charges).
- The investigator will meet with the suspect or arrest the suspect depending on the situation.
- The file may be closed or go before the courts.

We recognize it is difficult to disclose or report incidents of sexual violence and sexual assault. The choice to disclose or report is entirely yours. As a survivor, we commit to supporting you through the process of disclosure.

### Campus Police/Security Services

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and encourage you to report your experience to us if you feel comfortable doing so. is committed to providing a safe and respectful working, learning and teaching environment free from violence or harassment.

### Sexual Assault Nurse Examiners

Sexual Assault Nurse Exams are available to collect evidence that can be used in legal proceedings if you choose to do so. The staff are specifically trained to be sensitive to your needs while accessing medical assistance. They are open 24/7 to ensure the best support for medical and forensic needs including: Treatment and Prevention of Sexually Transmitted Infections and Blood Borne Viruses, Prevention of Pregnancy, and forensic evidence collection.

## Contact Resources



### SEEK MEDICAL ATTENTION

Hospital

Campus Health Centre

### SEEK COUNSELLING AND EMOTIONAL SUPPORT

Counselling Services-campus

Campus Sexual Assault Centre

Local Sexual Assault Centre(s)

### REPORT

Police Services

Security Services/Campus Police

Sexual Assault Office