Responding to a disclosure of sexual violence

Disclosing an experience of sexual violence is the act of sharing information about an experience to someone who previously did not know. Individuals will often confide in the people they trust the most—a friend, peer, colleague, etc. You have a duty to respond compassionately and to ensure that survivors are informed about supports and options. Note: A faculty member cannot receive a complaint (see the back of this document for complaint process).

A disclosure is the act of sharing information about an experience of sexual violence.

A complaint is a disclosure for the purpose of initiating an investigation.

For more information, visit ualberta.ca/campus-life/sexual-violence/complaints.

If you receive a disclosure

Listen, believe, and offer your support. Each person has the right to make their own decisions regarding their personal recovery and to have those choices respected. Ask the person what they would like to do. The discloser may indicate one or many of the following needs:

Discloser wants

For concerns and questions:

**Faculty Contact:**

Stacey Brennan, Senior Officer HR & Admin, Faculty of Arts  780-492-8410
Kristy Wuetherick, Senior Officer, Student Programs & Services, Faculty of Arts  780-492-7657

**Do Nothing**

Each person will know which, if any, of these options are best for them. Choosing to do nothing is a valid option.

**Campus Contact:**

the U of A Office of Safe Disclosure and Human Rights
780-492-7325

**Personal Support**

Refer discloser to the community resources on the back of this document.

**Campus Contact:**

the U of A Sexual Assault Centre
780-492-9771 | 2-705 SUB

Office of the Dean of Students (DOS)
dosdean@ualberta
Employee and Family Assistance Program (EFAP)
780-428-7587

**Safety**

Refer discloser to the safety resources on the back of this document for support in their safety planning.

**Campus Contact:**

U of A Protective Services (UAPS)
780-492-5050 | Education car park
the U of A Sexual Assault Centre (SAC)
780-492-9771 | 2-705 SUB

Office of the Dean of Students (DOS)
780-492-4145 | 5-02 SUB
the U of A Office of Safe Disclosure and Human Rights (OSDHR)
780-492-7325

**Medical Support**

Refer discloser to the medical resources on the back of this document.

**Accommodations/Modifications**

For more information about additional requests, see the back of this document.

For more information and resources, visit ualberta.ca/campus-life/sexual-violence/complaints.
Modifications for a discloser asking for an adjustment to any of the following:

**Academic** extension, referral, change in lab/class, etc.

Options include: granting modification discloser has requested, or offer alternatives.

Discuss/consult with Faculty Contact Eddy Kent, Associate Dean, Student Services 780-492-7611

Discuss/consult with Campus Contacts (DOS, SAC, OSDHR, HIAR)

**Work** relocation, change in hours, work from home, leave, etc.

Options include: granting modification discloser has requested, or offer alternatives.

Discuss/consult with Faculty Contact Stacey Brennan, Senior Officer, HR & Admin, 780-492-8410

Discuss/consult with Campus Contacts (Faculty Relations, DOS, SAC, OSDHR, HIAR)

**Living** change in residence, breaking residence lease early, etc.

Refer to Residence Services (Assistant Dean, Residence Life)

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### Complaint Process

#### For allegations against

- Students ➔ UAPS
- Staff ➔ OSDHR
- Faculty ➔ Faculty Relations

#### For questions about allegations against

- Students ➔ DOS
- Staff ➔ OSDHR, HR
- Faculty ➔ OSDHR

### Interim Measures

conditions of no-contact between people, space restrictions, privileges, event restrictions, etc.

Options for Refer discloser to For questions, contact

- Students ➔ DOS
- Staff ➔ supervisor and/or HR partner
- Faculty ➔ Faculty Contact: Faculty Relations or OSDHR

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### Resources

**Community**

- U of A Sexual Assault Centre (SAC) 2-705 SUB | 780-492-9771
- Sexual Assault Centre of Edmonton (SACE) 780-423-4102
- U of A ACCESS Open Minds 2-300 SUB | 780-492-4773
- U of A Counselling and Clinical Services 2-600 SUB | 780-492-5205
- Sexual Assault Crisis Line (SACE) 780-423-4121
- ACCESS Outreach Team 289 CAB | 780-492-6272

**Medical**

- University Health Centre (UHC) 2-200 SUB | 780-492-2612
- Sexual Assault Response Team (SART) nurse access through Edmonton-area emergency rooms within 7 days of the assault
- STI Clinic 1111 Jasper Ave | 780-342-2300
- Or visit a family physician.

**Safety**

- University of Alberta Protective Services (UAPS) Education Car Park | 780-492-5050

**Office of the Dean of Students (DOS)** 5-02 SUB | 780-492-4145

**Helping Individuals at Risk** 300 Campus Tower | 780-492-4372

**Residence Services** Assistant Dean, Residence Life 780-492-0879

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For more information and resources, visit ualberta.ca/campus-life/sexual-violence