Responding to Allegations & Disclosures of Sexual Harassment & Assault
CHRIM, Departmental Council
Sept. 13, 2018
Sexual Violence

Under the Umbrella

Cat calling

Sexual Harassment

Exploitation

Sexual Assault

Stalking

Unwanted Texts/Online Contact

UNIVERSITY OF MANITOBA
**Sexual Assault** is the intentional sexual touching of another person with any object or body part without consent or by force.

**Sexual Harassment** is a course of objectionable and unwelcome conduct or comments including, but not limited to, unwanted sexual attention or communication, sexual jokes or remarks, or sexually oriented gestures.

*Sexual Assault and Sexual Harassment incidents are governed by different policies, however, disclosures from both areas are very serious and should be treated with the same care and compassion.*
Sexual Assault Policy

• Provides privacy, agency, assistance and support to members of the University Community who have experienced sexual assault
• Coordinates supports including safety planning and accommodations
• Education and training for the University community on issues related to sexual violence
• Recognizes that the individual who experiences sexual assault is the final decision-maker about own interests, subject to limits of confidentiality
• Sets out a consistent protocol for responding to sexual assault disclosures and reports
Disclosures

- Disclosures can be made to anyone, and are usually made to a person who the individual knows and/or trusts.

- Many individuals who choose to disclose may not wish to report the incident, and may instead be looking for information about resources, supports, and/or accommodations.

Reporting

- Making a formal report to the authorities both within or outside the University community
Scenario

A learner drops by your office, she is visibly upset and you happen to be free. The learner is weepy and is having a hard time communicating. You only have 30 minutes until your next meeting. You try to calm her down, and you are relieved as she starts to speak. She tells you that she was sexually assaulted by another learner from your faculty off campus. As she conveys her story she becomes more and more upset. She finishes with, “I don’t want you to tell anyone or do anything, I just thought someone should know”.
Confidentiality Statement

“Before we begin, I need to let you know our conversation will be kept private and confidential unless there is a reason to believe that there is a risk of harm to yourself and or someone else. If there is a risk present, I will have contact my supervisor or (Security Services or Human Rights and Conflict Management Office) to ensure that you receive the best help possible.”
As many as 1 in 4 women will be sexually assaulted while obtaining a post-secondary education.
- Responding to a Sexual Assault Disclosure, Ending Violence Association of BC, 2016.

**Half** of British women and a **fifth** of men have been sexually harassed at work or a place of study
- BBC Survey

Sexual assault is the **most underreported** of all violent crimes in Canada
- Self-Reported Sexual Assault in Canada, Statistics Canada

Of federal employee surveyed, **30%** reported sexual harassment in the workplace
- Government of Canada survey of its employees
Why is it difficult to disclose?

Fear of not being believed

Fear of being blamed for the assault

Feelings of humiliation or shame
There is no “normal” response
Most Important

• You do not need to be an expert.

• Understanding your role in the disclosure

• How you respond has a profound effect on the person’s recovery and wellbeing.
Before you offer options…

• Remember that you may be dealing with somebody who is traumatized – primarily or vicariously
• Remember to always act in a survivor-centered manner
  o Follow the person’s lead
  o Accept that their needs may be different from what you believe them to be and may very well change over time
  o Acknowledge that this may not be a ‘once and for all’ discussion so information can also be communicated at a later point
• Remember that safety is the first priority!
• Need to be clear on the limitations of confidentiality.
Safety considerations

• If there is any risk of immediate or imminent danger, contact Security Services or 911
• If you are unclear about risk, consult with others:
  o STATIS
  o Student Counselling Centre
  o Security Services
• If safety is not a concern at this point, attention can be turned to identifying options for next steps
GET SUPPORT

http://umanitoba.ca/sexual-violence/
UNIVERSITY RESOURCES

- Office of Human Rights and Conflict Management
- President’s Advisory Committee on Respect
- UM Security Services
- Human Resources - Staff Relations
- Mental Health
- EAP
- Student Counselling Centre
- STATIS
- Student Support Case Management
- Services for Students @ Bannatyne Campus
- Student Advocacy
- Student Accessibility Office
- Sexual Assault Support and Education