

## **OFFICE OF HUMAN RIGHTS AND CONFLICT MANAGEMENT NOTIFICATION** **REGARDING CONFIDENTIALITY**

The Office of Human Rights and Conflict Management believe that individuals need to be able to discuss their concerns and to seek advice and assistance in a safe and private environment. We make every effort to respect confidentiality and to seek your consent before acting on information that is provided to us.

However, there are some instances when complete confidentiality cannot be assured. These may include:

- If we believe that a person is a danger to themselves or to someone else, we are legally obligated to alert the appropriate authorities to respond to the situation. This may include disclosure of information for the purpose of facilitating an investigation, offering coordinated support, safety planning or taking corrective action.
- If there has been a formal access to information request through the Access and Privacy Office, we are legally obligated to respond in accordance with [The Freedom of Information and Protection of Privacy Act \(FIPPA\)](#), [The Personal Health Information Act \(PHIA\)](#), and the [Access and Privacy](#) policy.
- If our records are required by law to be disclosed or if our staff is subpoenaed pursuant to a legal proceeding, we will disclose information in accordance with those legal obligations.
- Where possible, a person who has experienced Sexual Assault will retain control over the process of reporting a Sexual Assault. However, the University reserves the right to initiate a University Instituted Investigation, and/or to report the incident to local police services, even without the consent of the survivor, if it believes that the safety of the University Community is at risk or if reporting is required by law. Reasonable efforts will be made to preserve the anonymity of the survivor who will be notified of the actions the University intends to take in order that the survivor can work with the University to take any additional safety precautions that may be required as a result of the University's actions.