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| <p><b>1</b></p> | <p><b>RECOGNIZE</b></p> <p>Without asking detailed questions, recognize that the <b>Policy may apply</b>:</p>                                   | <p><b>Sexual Violence</b></p> <ul style="list-style-type: none"> <li>Any sexual act or act targeting a person’s sexuality, gender identity or gender expression whether the act is <b>physical or psychological</b> in nature, that is committed, threatened or attempted against a person without a person’s <b>consent</b></li> <li>Includes sexual assault, stalking, indecent exposure, voyeurism and sexual exploitation, sexual and gender-based harassment, and poisoned environment.</li> </ul> <p><b>Sexual and/or gender-based harassment</b></p> <ol style="list-style-type: none"> <li>Engaging in a course of vexatious comment or conduct because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or</li> <li>Making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the individual and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.</li> </ol> <p><b>Sexual Assault</b></p> <p>Any non-consensual sexual activity, including but not limited to touching, grabbing, kissing, fondling, and oral, anal, or vaginal penetration.</p>                                    |
| <p><b>2</b></p> | <p><b>INFORM</b></p> <p>If you think that the Policy may apply, be sure to explain up front that you <b>have limits to confidentiality</b>:</p> | <p><b>Limits to Confidentiality and Reporting Requirements</b></p> <p>The University recognizes the importance of confidentiality and will share identifying information only in circumstances where it is necessary in order to address safety concerns or to satisfy a legal reporting requirement. Limitations to confidentiality exist when:</p> <ul style="list-style-type: none"> <li>an individual is at risk of harm to self or of harming others;</li> <li>there are reasons to be concerned with future violence risk or safety;</li> <li>disclosure is required by law (for example, abuse of someone under the age of 18) or to comply with the Occupational Health and Safety Act or human rights legislation;</li> <li>evidence of the disclosed incident is available in the public realm;</li> <li>there are reporting requirements of a relevant regulatory or professional licensing body; or</li> <li>the University is subject to legal proceedings that, in the opinion of the Provost &amp; Vice-President (Academic) or the Vice-President (Administration), in consultation with the President, require the disclosure of information.</li> </ul> <p><b>You are required to report</b> any disclosure of sexual violence to the Sexual Violence Response Coordinator, without necessarily identifying the identity of those involved.</p> |
| <p><b>3</b></p> | <p><b>RECEIVE</b></p> <p>Receive the <b>disclosure</b> in accordance with the Sexual Violence Response Protocol:</p>                            | <p>The <b>Sexual Violence Response Protocol</b>: <a href="https://svrp.mcmaster.ca/">https://svrp.mcmaster.ca/</a></p> <ul style="list-style-type: none"> <li>Ascertain safety</li> <li>Inform the individual of your limitations to confidentiality (see above)</li> <li>Listen without judgment</li> <li>Discuss community and University resources</li> <li>Explore immediate safety planning</li> <li>Make a plan for following up with the individual</li> <li><b>Refer</b> the individual to the <b>Sexual Violence Response Coordinator</b>, in the Equity and Inclusion Office – Meaghan Ross, x20909</li> </ul> <p>As part of this discussion, inform the individual of the <b>Policy</b>:<br/><a href="http://mcmaster.ca/policy/General/HR/Sexual_Violence_Policy.pdf">http://mcmaster.ca/policy/General/HR/Sexual_Violence_Policy.pdf</a></p>   |
| <p><b>4</b></p> | <p><b>CONSULT</b></p> <p>With an <b>expert</b>:</p>   | <p>After they've left, consult with the <b>Sexual Violence Response Coordinator</b> for:</p> <ul style="list-style-type: none"> <li>advice and guidance on how to proceed, <b>and</b></li> <li>to report the disclosure and referral.</li> </ul> <p>You do not necessarily need to provide identifying information in this initial consultation.</p>  |