

TRAILBLAZER ADVENTURER
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Responding to Allegations & Disclosures of Sexual Harassment & Assault



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Content Advisory

Please be aware that throughout the presentation we will be discussing sexual violence and sexual assault, including case-study examples.

If you need to leave the space anytime, please feel free to do so and take care of your needs.



Session Outcomes

- Identify multiple perspectives and obligations
- Through case studies, clarify rights and responsibilities of academic administrators, students, faculty and staff under these governing documents
- Review referral pathways
- Identify services and supports for academic administrators, students, faculty and staff





Scenario

How would you handle this situation?

What would you tell Fiona to do?



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.”



It is rarely that simple



- Problems are most often not identified through clear formal reports
- Almost always involve vulnerable parties in need of protection
- Things are rarely as they first seem
- There are a number of different actions you can take to respond, but it is rarely clear which is the right one
- It is rarely possible to satisfy everyone



Under the

Sexual Violence

Umbrella



Cat calling

Exploitation

Sexual Harassment

Stalking

Sexual
Assault

Unwanted Texts/Online Contact



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



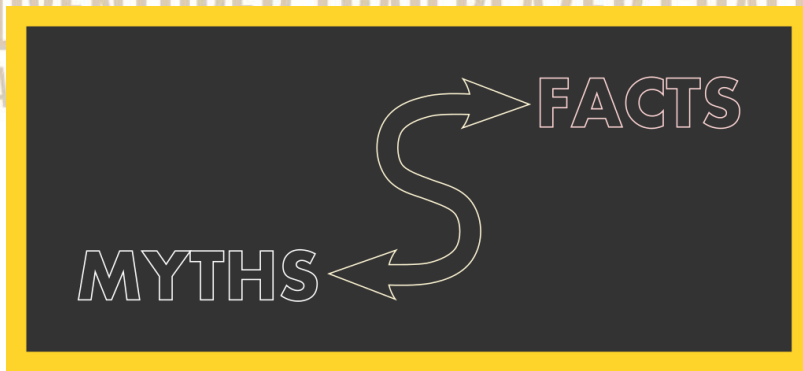
Disclosures

- 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





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

Of federal employee surveyed, **30%** reported sexual harassment in the workplace

- Government of Canada survey of its employees

Sexual assault is the **most underreported** of all violent crimes in Canada

-Self-Reported Sexual Assault in Canada, Statistics Canada



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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

Anger

Frantic

Shock

Trivialization

Fear

Sadness

Numbness

Calm



Let's be clear...

- Nobody expects you to be an expert.
- But, in your role you will need basic tools to help you deal with disclosures made directly to you or relayed to you by others
- An important aspect in most disclosure situations involves identifying appropriate supports and resources
- Which of the available options is most appropriate depends primarily on the needs of the person you are responding to *at this moment*



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
 - Follow the person's lead
 - Accept that their needs may be different from what you believe them to be and may very well change over time
 - 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:
 - STATIS
 - Student Counselling Centre
 - Security Services
- If safety is not a concern at this point, attention can be turned to identifying options for next steps



What supports and resources do you discuss?

- Sexual Violence Support and Education website: umanitoba.ca/sexual-violence/
 - Resources to support survivors, those receiving a disclosure, and those who support people who receive a disclosure
- Details information about supports and resources at all levels:
 - Counselling
 - Accommodations
 - Medical care
 - Case Management
 - Reporting options
- Empower people to take the next step that is right for them





Search

- Home
- Get Support
- Give Support
- Report Sexual Violence
- Understanding Consent & Sexual Violence
- Prevention and Education
- Behavioural Policies
- President's Statement

GET SUPPORT

1 2 3 4 5

GET SUPPORT



GIVE SUPPORT



REPORT SEXUAL
VIOLENCE



UNDERSTANDING
CONSENT &
SEXUAL VIOLENCE



PREVENTION
AND EDUCATION



<http://umanitoba.ca/sexual-violence/>



Duty to Act – an administrator’s perspective

Recognize Problems & Take Action

- You are an agent of the University
- Your actions or omissions create can create legal, financial and reputational risk for the entire institution
- You **MUST** act on information suggesting there is harassment, discrimination, sexual harassment, or other serious misconduct
- You are not required to be an expert, but you need to be able to identify issues and initiate contact with supports and advisors
- **BUT... you are not alone and support is available...**



Take Action

Action is a spectrum of responses



Support &
Accommodation

Preventative &
Educational

Informal
Discussion

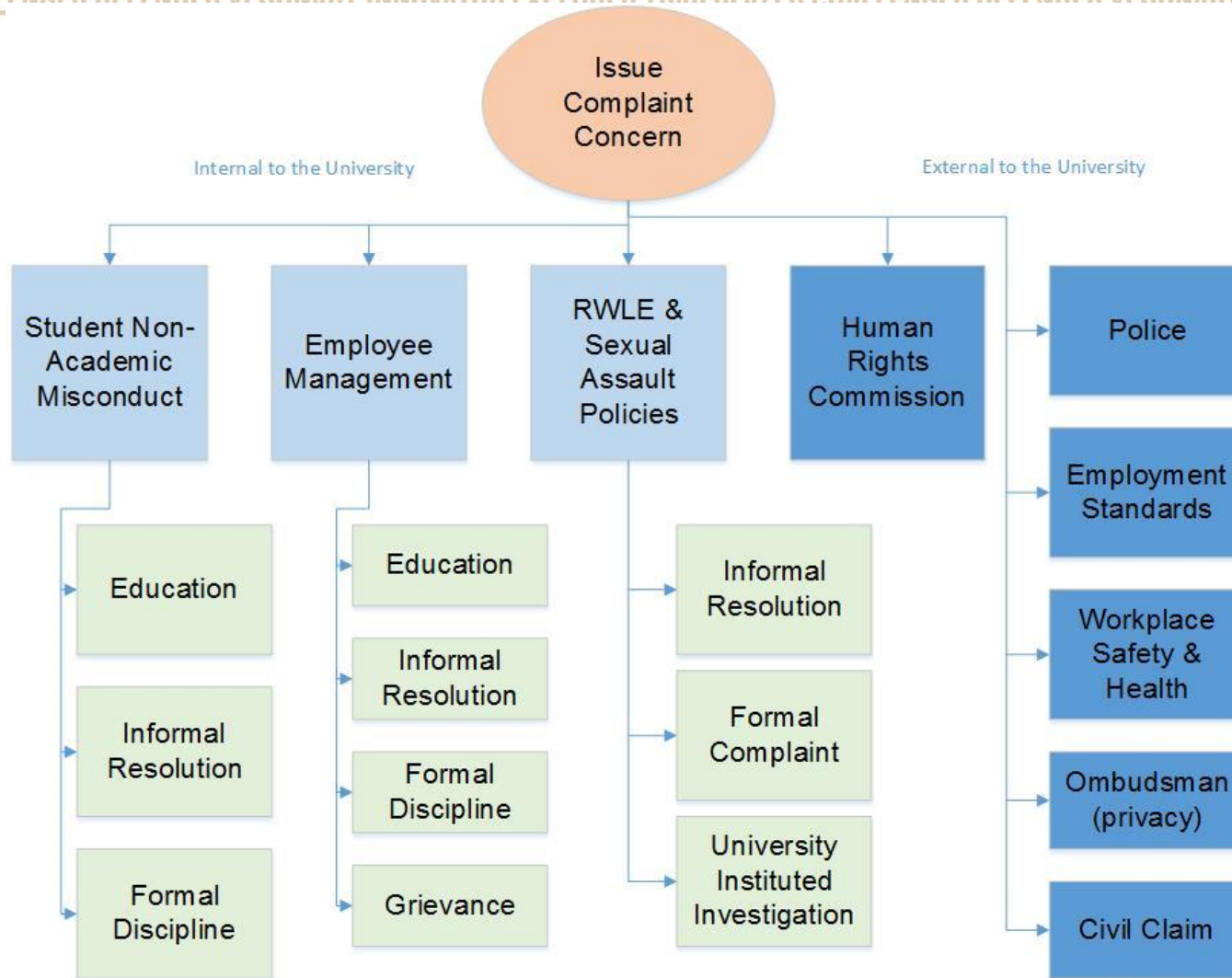
Directive

Formal
Discipline



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Document Decisions

Justify decisions, create institutional memory

What decisions did you make and why?

- What key information did you have, and how did it come to your attention?
- Did you choose a particular stream, and why?
- What protections and supports did you provide to those involved, and why?



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](#)



Lessons

- Be present
- Be supportive
- Know your role
- You are not alone: connect with supports



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