

## What to Do if Someone Discloses Allegations of Sexual Violence

A person may choose to confide in someone they know and/or trust about an act of sexual violence. It is not uncommon for students who have experienced sexual violence to disclose to employees when seeking support and/or academic guidance.

If someone chooses to disclose sexual violence, a supportive response involves:

- listening without judgment and accepting the disclosure as true by demonstrating that you believe them;
- communicating that sexual violence is never the responsibility of the survivor;
- helping the individual identify and/or access available on or off-campus services; including emergency medical care and counselling;
- respecting the individual's right to choose the services they feel are most appropriate and to decide whether to formally report to the police and/or the Director, Human Resources or the Director, Student Services or their respective designates;
- recognizing that disclosing can be traumatic and an individual's ability to recall the events may be limited;
- avoid asking detailed questions about the incident;
- respecting the individual's choices as to what and how much they disclose about their experience; and
- respecting confidentiality and anonymity.

If a disclosure is made to an employee by any student seeking support or academic guidance, the employee should refer the student to Counselling Services to ensure that the student receives access to the necessary support.

If an employee of the College becomes aware of an allegation of sexual violence that involves any employee(s), the employee is required to report the alleged incident to their Designated Supervisor, HR Advisor or the Regional or Program Dean immediately. From there, the Supervisor, Advisor, or Dean will consult other College officials as appropriate and required.

In certain circumstances, the College may be required to initiate an internal investigation and/or inform the police of the need for a criminal investigation, even without the person's consent if the College believes that there is a safety risk or is required by law to report. In all instances, action will be taken understanding confidentiality as outlined in the Sexual Violence Policy.

### Okanagan College Counsellors:

Kelowna Campus:	Glendon Wiebe	250-762-5445 x 4202
	Lisa Sookochoff	250-762-5445 x 4907
	Carolyn Palfrey	250-762-5445 x 4407
Vernon Campus:	Derrick Doige	250-545-7291 x 2208
Penticton Campus:	Sarah Lefebure	250-492-4305 x 3232
Salmon Arm Campus:	Capreece Bowers	250-804-8850 x 8221