Sexual Violence: Recognize, Respond, Refer

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LAND ACKNOWLEDGMENT

McMaster University sits on the traditional Territories of the Mississauga and Haudenosaunee Nations, and within the lands protected by the Dish With One Spoon wampum agreement.

Indigenous Education Council, May 2016
SESSION GUIDELINES

- Self-care
- Confidentiality
- Be non-judgmental
- Be Respectful
- Use “I” statements
- Listen actively and empathically
AGENDA

- What is Sexual Violence and Consent?
- Statistics, Myths and Facts
- Barriers to Disclosure
- How to Support a Disclosure
- Protocol: Recognize, Respond, Refer
SEXUAL VIOLENCE

Sexual Violence is an umbrella term. It refers to any sexual act (physical or psychological in nature), that is committed, threatened or attempted against a person without a person’s consent.

- Sexual “jokes”
- Unwanted sexting
- Street harassment
- Voyeurism
- Indecent exposure
- Sexual harassment
- Stalking
- Unwanted sexual contact
- Sexual assault
- Sexual Exploitation
- Rape
CONSENT – A LEGAL TERM

- Voluntary agreement to sexual activity
- Communicated through words or conduct
- Can be withdrawn at any time
- Must be capable of consenting (not asleep, inebriated, etc.)
- Cannot be obtained by coercion, intimidation, force, threats of harm
- Cannot be obtained through abuse of position of trust, power or authority
Consent is a life skill that should be practiced long before it has anything to do with sex.
CREATING A CULTURE OF CONSENT

Freely Given
Reversible
Informed
Enthusiastic
Specific

Source: Planned Parenthood
LET’S TALK ABOUT CONSENT
SEXUAL HARASSMENT

- Violation of the Human Rights Code
- Unwelcome sexualized comment or conduct against a person’s:
  - sex, gender identity, gender expression or sexual orientation
- May involve one incident or a series of incidents
SEXUAL ASSAULT

- Violation of the Criminal Code
- Any unwanted non-consensual sexual activity such as:
  - unwanted sexual grabbing, kissing and fondling as well as rape.
SEXUAL ASSAULT

ROOTED IN GENDER INEQUITY

9 of 10 reported sexual assaults are against women (or female-identified persons)

94% of reported sexual assaults committed by men (or male-identified persons)

Additional inequities create elevated risk/rates 2–3 X MORE
MACLEAN’S SURVEY

1 in 2 LGBTQ2S+ identified students experienced sexual violence
SEXUAL ASSAULT MYTHS

Myth: Committed by strangers.
Fact: More than 80% committed by someone known to individual.

Myth: occurs in dark, dangerous place
Fact: frequently occur in daylight and in private (e.g., residence, home)

Myth: an act of passion or desire that could not be controlled
Fact: an act of power and control; individuals choose their behaviours

Myth: If individual isn’t crying or visibly upset, it probably wasn’t serious
Fact: Everyone reacts differently; behaviour doesn’t reflect experience
Source: The Equality Institute
http://www.equalityinstitute.org/metoo-but-why-is-it-up-to-survivors-to-call-it-out

**CAUSES OF RAPE**

- Short skirts
- Drinking
- Flirty behaviour
- A promiscuous past
- Walking alone
- Night time
- Rapists
WHAT ARE DISCLOSURE BARRIERS?

- Feeling unready or shame
- Fear of not being believed or being blamed
- Concerns about confidentiality
- Fear of losing control over reporting process
- Fear of reprisal from accused or friends of accused
- Fear of being shunned by family, community, friend group
- Peer pressure to report or not to report
- Fear of “getting in trouble” if alcohol and drugs involved
- Fear of racism, ableism, homophobia, transphobia
Research shows...

A **supportive and non-judgemental** initial response to a disclosure can make a significant difference on the individual’s choice to seek out further support and on their recovery.
Your responsibility as a Welcome Week Representative:

- Follow the **Recognize, Respond, and Refer** guidelines
- Know the Limits to Confidentiality
Be aware that experiencing SV can be traumatic
Be aware of health and physical safety needs
Be aware that a positive Disclosure experience is key
Be aware of cultural needs and power differences
PHYSICAL AND HEALTH SAFETY

“Do you think you might need medical attention?”

- Sexual Assault and Domestic Violence (SADV) Care Centre
  o (905) 521-2100 ext. 73557

- Sexual Assault Centre Hamilton Area (SACHA)
  o 24-hr support line (905) 525-4162
  o SACHA will provide accompaniment to SADV

“Are you concerned for your physical safety?”

- McMaster Campus Security Services
  o 905-525-9140 ext. 24281
  o MUSST Safety App
**Recognize**
- Be aware that experiencing SV can be traumatic
- Be aware of health and physical safety needs
- Be aware that a positive Disclosure experience is key
- Be aware of cultural needs and power differences

**Respond**
- Be open and approachable
- Be compassionate and respectful
- Listen actively and empathically
- Provide validation and non-judgemental support

**Refer**
DO’S AND DON'TS

DON’T SAY…

❑ “Why were you drinking/taking drugs/etc.?”
❑ “Did you SAY no?”
❑ “Why would (the accused) do that to you?”
❑ “(The accused) is such a good/nice/etc. person.”
❑ “I can’t believe they would do that.”
❑ “Are you sure that is what happened?”
❑ “It could have been worse.”
DO'S AND DON'TS

DO SAY…

❑ “I’m sorry that this happened to you.”
❑ “Do you think you might need medical attention?”
❑ “Thank you for trusting me enough to come to me.”
❑ “I think it took a lot of courage to share this.”
❑ “What do you need, if you know?”
❑ “I’d like you to know there are options for support.”
| Recognize | Be aware that experiencing SV can be traumatic  
|          | Be aware of health and physical safety needs  
|          | Be aware that a positive Disclosure experience is key  
|          | Be aware of cultural needs and power differences |
| Respond  | Be open and approachable  
|          | Be compassionate and respectful  
|          | Listen actively and empathically  
|          | Provide validation and non-judgemental support |
| Refer    | Share information about resources and refer individual to SVPRO  
|          | **If Limits of Confidentiality apply, inform the SVPRO Consultant**  
|          | Follow-up and check in with the student, as appropriate  
|          | Get support from Consultant on SVPR for yourself, if needed |
Confidentiality cannot be maintained, if you have reason to believe:

- there is a risk of harm to self (e.g., suicidal ideation)
- there is a risk of harm to others
- there is a risk of harm to the broader community
  - e.g., predatory behavior, multiple victims, person in position of power
- there is an obligation to report to police by law
  - e.g., “minor” under 16 years involved
- there is an obligation to report to a regulatory body
  - e.g., the accused is a doctor, nurse, psychiatrist, counsellor where their behavior must be reported to a regulatory body (e.g., college of physicians and surgeons)

Welcome Week Reps are required to inform the SVPRO Consultant of a Disclosure, where the Limits of Confidentiality apply, in accordance with the Sexual Violence Policy.
WHAT DOES THE CONSULTANT DO?
SEXUAL VIOLENCE PREVENTION AND RESPONSE OFFICE

The Consultant is responsible for providing trauma-informed response and support. Community Members who Disclose and experience of Sexual Violence can expect that the Consultant will:

- consider safety measures that may be necessary;
- refer individual for medical services as needed;
- actively and empathically listen to individual needs and concerns without judgement;
- share reporting options available;
- clarify commitments to Confidentiality and its Limits;
- explain the difference between Disclosure and Reporting;
- make a referral to police if the individual chooses that option;
- conduct a Complaint intake if the individual chooses that option;
- assist the individual to navigate any relevant University systems and procedures;
- facilitate workplace, academic, and/or residence accommodations;
- consider differing cultural needs and offer/refer to culturally relevant supports;
- provide information about and referral to campus and community services;
- liaise with relevant partners to ensure coordinated response and support;
- facilitate ongoing assessment, planning and case management.
WHEN TO DISCUSS LIMITS TO CONFIDENTIALITY

- When receiving a disclosure, you are free to listen supportively and empathically, and at any time you understand that the Limits to Confidentiality may apply, then you must discuss the Limits of Confidentiality and your requirement to inform.

- See tips on how to discuss limits of confidentiality
If you are unsure that the Limits apply, you must contact the SVPRO for consultation, and you don’t have to share names.

The Consultant will:

- Assess the nature of the disclosure and appropriate next steps
- Provide advice and support to the student leaders
I'm really glad you were able to share this with me.

Your safety and well-being are really important.

There are limits to confidentiality you need to be aware of related to your own safety, the safety of others, and to the community, which we have to take seriously.

I'm hearing things which limit my ability to maintain what you’ve shared in confidence.

In my role, I have to confidentially share this information with the SVPRO Consultant.

The Consultant is trained in this area and will keep you involved at every step and in any decisions that may need to be made because of the Limits to Confidentiality.

We can call or meet the Consultant together.
CONTACT INFORMATION

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