WHAT YOU NEED TO KNOW

You may be the first to hear about an occurrence of sexual violence from a student. You may be asked to provide the appropriate considerations/accommodations, make referrals, or otherwise support a student in need.

Familiarize yourself with the most recent versions of policies and procedures with application across the University on matters of sexual violence involving Queen’s University students.

SEXUAL VIOLENCE

Sexual violence is any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person’s consent, and includes such things as:

- sexual assault
- sexual harassment
- stalking
- indecent exposure
- voyeurism
- sexual exploitation

SEXUAL VIOLENCE & STUDENTS

The existence of intersecting systems of oppression in our community means some students may be more vulnerable to sexual violence. All students are entitled to equitable treatment.

You may hear about an occurrence of sexual violence from a survivor, bystander, housemate, teammate, perpetrator, etc. (Please see p. 4 for what to do if you receive a disclosure from a student who believes they may have perpetrated sexual violence).

STUDENT RIGHTS

Students who have experienced sexual violence have the option to access all support services on campus and be provided with appropriate accommodations regardless of when/where the sexual violence occurred.

Students may disclose sexual violence and access supports, services, and accommodations without making a formal report either to the University or to the police.

To consult the Sexual Violence Policy visit:

https://tinyurl.com/SexualViolencePolicy
LIMITS OF CONFIDENTIALITY

When a student discloses sexual violence, confidentiality must be protected to the extent possible, but cannot be maintained where sharing of information is required to ensure health and safety. You may need to share information about a student’s disclosure if:

- The student is at risk of self-harm; an individual may pose a threat or risk to a student who has disclosed sexual violence; there is a potential risk to other members of the University or the broader community; reporting is required by law (e.g. involves a minor); and/or the University has an obligation to investigate.
- Inform the student about the possible limits to confidentiality. Let them know that, while you cannot promise complete confidentiality, you can promise to be discreet.

Students do not need a referral and can contact the SVPRC directly for information about options and next steps.

Students making a disclosure must be informed about the support services available and about the existence of the SV Policy. Explain the limits of confidentiality to the student. Employees are required, as per policy, to notify the SVPRC when they receive a student disclosure. The student’s name should only be shared if consent has been given. Be prepared to discuss whether the student wishes to share identifying information with the SVPRC for the purpose of receiving additional support.

Sexual violence impacts everyone differently. There is no right, wrong, or normal way for a survivor to react. You may witness many different emotions and behaviours from a student who has experienced Sexual Violence. A survivor may experience:

- Shock, disbelief, confusion, denial, anger, sadness, fear, depression, anxiety, guilt, difficulty concentrating, feelings of helplessness, hopelessness, suicidal thoughts, sleep disturbances.

Employees who hear a disclosure from a student, that is related to the behaviour of another employee, should consult with the Sexual Violence Prevention and Response Coordinator to discuss response options and next steps.

Employees may have responsibilities to report harassment or violence in the workplace under the Occupational Health and Safety Act, or the University Harassment and Discrimination policy.

To learn more about the university's current harassment and discrimination policies, go to:

https://www.queensu.ca/secretariat/diversity-and-inclusivity-policy-index

Additionally, students may become isolated from their social group. They may avoid areas on campus or in the community where they no longer feel safe (e.g., library, residence, own room, dining hall, meetings, events, restaurants, main streets, community and faith groups, etc.). They might feel that they must leave their job or limit their academic/ athletic activities due to the potential presence of the perpetrator.

The Sexual Violence Policy allows for consultation with the SVRC, for the purposes of determining next steps, providing support for the student who has disclosed, other students impacted, and for yourself.
The SVPRC may make referrals to both on and off campus resources, discuss and facilitate appropriate accommodations, and provide information about submitting a Complaint under the Sexual Violence Policy.

**WHAT TO DO & SAY**

A positive first response to a disclosure of sexual assault can have a profound effect on the survivor's decision to seek out further support. You are one point of contact in their process of recovery.

As a first responder your role is to recognize, respond, and refer.

**DO**

- Listen with care and empathy
- Be aware of your non-verbal response
- Respect personal space (do not touch the student)
- Facilitate referrals
- Consult the Sexual Violence Policy
- Inform student(s) of your obligations per the policy
- Recognize your limits
- Take care of yourself and your own mental health.

**DO NOT**

- Act without consent
- Compromise the students' safety
- Ask questions out of curiosity
- Make assumptions
- Tell the student what is normal
- Blame the survivor
- Take sides
- Tell the student what to do
- Call services without consulting the student
- Discount the experience if alcohol or substances were involved.

For more information please visit: [http://www.queensu.ca/sexualviolencesupport/](http://www.queensu.ca/sexualviolencesupport/)
RECOGNIZE

- Determine and address immediate safety needs for yourself and the student.
- Be cognizant of your personal limits as a person of support.

RESPOND/REFER

- Be compassionate and provide non-judgmental support.
- Be patient and give your undivided attention.
- Respect their decisions.

OTHER SUPPORTS

Students who are alleged to have committed sexual violence should be supported and referred to the Ombudsperson and to Student Wellness Services.

The University recognizes that individuals affected by sexual violence are integral decision-makers in situations pertaining to themselves.

To access sexual violence prevention and response resources, consult the SVPR website.

http://www.queensu.ca/sexualviolencesupport/

scan the QR code to consult the Sexual Violence Policy:

https://tinyurl.com/SexualViolence Policy

WHO TO CONTACT

Sexual Violence Prevention & Response Coordinator
Mackintosh Corry Hall - Monday to Friday
613.533.6330
bjl7@queensu.ca

Sexual Assault Centre Kingston
1.877.544.6424 - 24/7
www.webelievesurvivors.ca • (chat or text)
hospital accompaniment • counselling • advocacy

Counselling • Student Wellness Services
Mitchell Hall
613.533.2506
counselling.services@queensu.ca
www.queensu.ca/studentwellness/

University Chaplain • 613.533.2186
https://www.queensu.ca/faith-and-spiritual-life/home

University Ombudsperson • 613.533.6495
www.queensu.ca/ombuds/home

Four Directions Indigenous Student Centre
613.533.6970
www.queensu.ca/fourdirections/home

Campus Security and Emergency Services
24/7 Emergency Report Center 613.533.6111
General Inquiries 613.533.6733

Kingston Police, 24/7
911 • emergencies
613.549.4660 • non-emergencies
www.kingstonpolice.ca
investigation • documentation (photos, statements) • hospital accompaniment

Sexual Assault/Domestic Violence (SADV) Program
Kingston Health Sciences Centre:
Kingston General Hospital
613.549.6666 ext. 4880 • or attend in the ER
emergency medical care and treatment • forensic evidence collection (with consent from survivor)