

Sexualized Violence Prevention and Response Policy (GV0245)

a Disclosure should obtain consent from the Survivor before sharing any information. In general, there is no obligation to report a Disclosure to the University. However, in some cases, individuals who receive a Disclosure may be required to share information related to the Disclosure or take some action to respond.

For example, limits to confidentiality may arise when the Disclosure reveals the following:

Confidentiality and Reporting

- a person is at risk of self-harm or of harming others;
- there is a concern for the risk of harm to the University or broader community;
- sexual harassment in the workplace;
- a person under the age of 19 is endangered; or
- is otherwise required by law.

When a Survivor or person Impacted by Sexualized Violence decides to make a Report, they are asking the University to take action on their behalf. In making a decision to proceed with a Report, it is therefore important to understand what can remain confidential and what information may need to be shared, and with whom, during the investigation process. Any member of the University Community who is unsure about their responsibility in sharing information should seek advice from the SVRO. Survivors have the right to be informed about what personal information is being shared and with whom. Every effort should be made to inform members of the University Community of the potential limits to confidentiality. If after receiving a Report, the University proceeds with an investigation, the identity of the Survivor/Complainant, the Personal Administrative Authority

Other Information

Individuals who receive a Disclosure of Sexualized Violence, as well as those involved in addressing or investigating incidents must:

- make every reasonable effort to protect personal information and maintain confidentiality;
- collect the minimum information necessary to respond; and

