



1. DISCLOSURE OCCURS

A person shares that they have experienced sexual or gender-based violence (SGBV).

2. DISCLOSURE CAN BE MADE TO ANY MEMBER OF THE COMMUNITY



SGBV
Centre



Faculty
Member



Staff (Residence,
Coach, Athletics)



Supervisor / Union
Representative



Campus
Partner/ Other

3. IMMEDIATE RESPONSE BY PERSON RECEIVING DISCLOSURE



- Listen and believe.
- Validate the person's experience.
- Ask what they need (respect the choice and control).
- Explain confidentiality and its limits.
- Assess immediate safety concerns.
- Offer to connect them with the SGBV Centre.

You are not responsible for solving the situation.

SUPPORT CONTINUES
THROUGHOUT



Support is available at any stage, regardless of whether you make a Report.

- SGBV Centre.
- Counseling Services.
- Health Services.
- Accessibility Services.
- Indigenous Student Services.
- Employee & Family Assistance Program (EFAP).
- Community Agencies.
- Cultural/LGBTGAI Advisors.
- Occupational Health.

4. REFERRAL TO / INTAKE BY SGBV CENTRE



- Warm, confidential welcome.
- Support needs assessment (emotional, practical, academic/ workplace, safety).
- Information about rights, options, and resources.
- Safety planning (if desired).
- Referrals to community and campus resources.
- Discussion of accommodations and other considerations.
- No obligation to make a Report.

5. DOES THE PERSON
WANT TO MAKE A REPORT

YES

NO

6. TRANSITION TO
REPORTING PATHWAY



The SGBV Centre will support you to make a Report if you choose.

See Reporting Pathway.

7. ONGOING SUPPORT
(NO REPORT)



The SGBV Centre continues to provide:

- Referrals to counseling.
- Emotional support.
- Academic and workplace accommodations.
- Safety planning.
- Referrals and resources.
- Check-ins and follow-up (as requested).

8. EXCEPTIONS - WHEN THE
UNIVERSITY MAY NEED
TO ACT, EVEN WITHOUT
A REPORT



The University may need to take action without a Report in rare circumstances, including when:

- There is a legal duty to report (e.g., child protection obligations).
- Information is shared that indicates a high risk of harm that requires intervention.

If this occurs, the SGBV Centre will explain what will happen and why, and will support you through the process.



More information
can be found here.