



When a student discloses sexual violence, confidentiality must be protected to the fullest 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)
- the University has an obligation to investigate

Students making a disclosure must be informed about the support services available and about the existence of the Policy. Employees are required, as per policy, to notify the SVPRC when

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. Sharing information about SVPR Services and supports offered will be helpful in obtaining informed consent for a direct referral.

Students do not require a direct referral and can reach out directly to the SVPRC for information about options and next steps. Employees can access the secure Notification Form at [queensu.ca/sexualviolencesupport/faculty-and-staff](https://queensu.ca/sexualviolencesupport/faculty-and-staff)

For further details on employee responsibilities, consult the Policy

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
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A positive first response to a disclosure of sexual violence 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. Your role as a first responder is to recognize, respond, and refer.

