

Remember **SILVER** if someone makes a disclosure:

SAFETY

- Ask, "is your immediate safety at risk?" If yes, then contact OSU Department of Public Safety/OSP, 541.737.7000 for immediate assistance.
- If you witness violence, call OSU Department of Public Safety/OSP at 541.737.7000/911.
- If you have concerns about an individual's safety, contact the Center Against Rape and Domestic Violence at 541.754.0110 for confidential crisis response and consultation.

INFORM survivors as soon as possible that you will do what you can to respect their privacy, *but* let them know that you have a limited ability to ensure full confidentiality. Here is an example of what you can say about your responsibilities as an Oregon State University employee:

"It sounds like you are about to share something important. Before you continue I would like to let you know my limits to confidentiality. I will always do what I can to respect your privacy; however, I cannot guarantee confidentiality. If you would like to speak to someone who can maintain full confidentiality, I would be happy to support you in doing so and can help connect you to those individuals. If you would like to continue speaking with me, I may need to consult with the Office of Equity and Inclusion and, in certain cases, I may have to provide identifying information regarding what you have shared. How can I support you?"

LISTEN without judgment

- Believe survivors, regardless of their choices (e.g., dress, alcohol consumption, etc.)
- Limit your questions
- Offer compassion and empathy
- Do not blame the survivor for what occurred (e.g., do not ask "why" questions)
- Focus on a survivor's experience without labeling or defining it for that individual
- Leave investigating and determining facts to those with that responsibility

VALIDATE feelings and reactions

EMPOWER – provide options about resources so the survivor can make informed choices, DO NOT make decisions for the survivor
REFER to resources – inform survivors of their right to access the following:

Confidential support, counseling, and advocacy (can also answer questions about reporting):

- Center Against Rape and Domestic Violence (CARDV), 541.754.0110. Provides 24-7 confidential crisis response, emergency shelter, community education, hospital advocacy, legal advocacy, hotline support, and support groups.
- Sexual Assault Support Services (SASS), 541.737.7604, 500 Snell. 8am-5pm, M-F (academic year); 9am-4pm, M-F (summer). Provides confidential support, crisis intervention, and/or counseling for any OSU student who has experienced unwanted sexual contact or relationship violence (*students only*). Also provides confidential consultation for employees on how to support student survivors.
- Employee Assistance Program (EAP), 800.433.2320. Provides free, confidential support, including 24-7 crisis counseling (*employees only*).

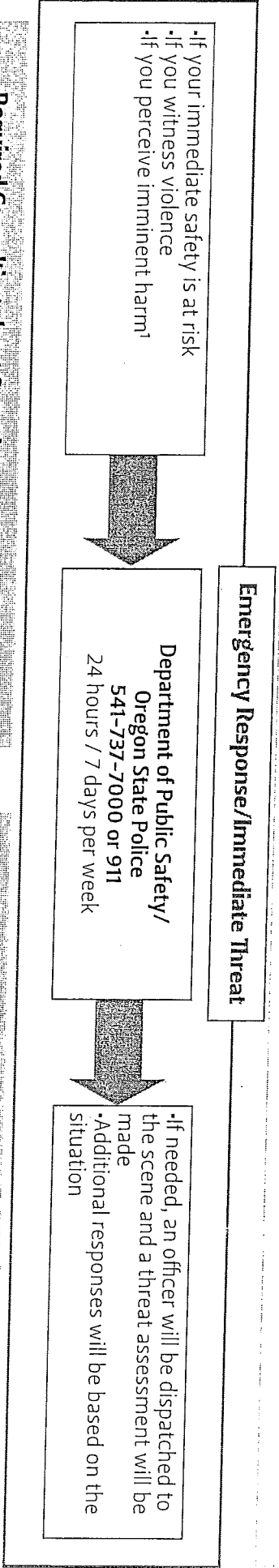
Private, but non-confidential reporting options:

- Office of Equity and Inclusion (OEI), 541.737.3556, 526 Kerr. 8am-5pm, M-F. Responds to violations of the University Policy Prohibiting Sexual Harassment, which includes sexual violence. Provides informal and formal reporting options.
- Oregon State Police at OSU, 541.737.3010. Responds to safety concerns and to violations of Oregon law, which may lead to criminal proceedings.
- Student Conduct & Community Standards, 541.737.3656, B058 Kerr. 8am-5pm, M-F. Responds to violations of the student conduct code by an internal University disciplinary process when the alleged perpetrator is a student (separate from a civil or criminal hearing). Administers no contact restrictions between students.

Employee Responsibilities

Oregon State University policy on responding to disclosures of sexual harassment/sexual violence

It can be difficult for anyone who experiences sexual violence or harassment to make a disclosure. Individuals may be hesitant to disclose for a variety of reasons, including concern about not being taken seriously, fear of retaliation, and anxiety about losing autonomy and authority over the process. It is important that you inform them of their options, address their concerns, and affirm your commitment to respect their privacy while clarifying that you have a limited ability to ensure full confidentiality. If a survivor would prefer to speak with someone confidentially, your role is to help connect that individual to someone who can maintain confidentiality *before* the survivor discloses identifying information.



Required Consulting about Sexual Harassment/Violence

Who

- All Oregon State University employees must consult on disclosures of sexual harassment/violence that meet the conditions outlined below.
- Exemptions from consultation exist only for employees who serve in a professional role in which communication is privileged under Oregon law (e.g., medical provider, licensed professional counselor).

When

- If you have information about or reason to believe sexual harassment/violence
- Is alleged to have been perpetrated by an OSU student/staff/faculty, or
- Has occurred on OSU property or during an OSU activity, or
- Has created continuing effects in the educational setting

What

- You must immediately consult with the University Title IX Coordinator, Angelo Gomez, or his designee in the Office of Equity and Inclusion (OEI) (541-737-3556 or oei@oregonstate.edu)
- OEI will consult with the employee initiating the contact
- OEI will determine reasonable steps² to eliminate harassment/violence, prevent its recurrence, and address its effects

University Policy Prohibiting Sexual Harassment

Sexual harassment is defined as:

Unwelcome* sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education;
- Submission to or rejection of such conduct by an individual is used as the basis for employment or education-related decisions affecting such an individual; or
- Such conduct is sufficiently severe or pervasive that it has the effect, intended or unintended, of unreasonably interfering with an individual's work or academic performance because it has created an intimidating, hostile, or offensive environment and would have such an effect on a reasonable person of that individual's status.

*Employee conduct directed towards a student--whether unwelcome or welcome--can constitute sexual harassment under OAR 580-015-0010(2).

¹Imminent harm to an individual or to the community (e.g., suicidal/homicidal risk or severe bodily harm)
²In every instance, the University will seek to honor survivor requests for anonymity, although that cannot be guaranteed