



DISCLOSING AND REPORTING SEXUAL VIOLENCE AT STFX

FOR FACULTY AND STAFF

The Sexual Violence Prevention & Response Advocate (SVPPRA) coordinates formal disclosures, reports and referrals for support services on and off campus. These services are available to students, faculty and staff. To contact your SVPPRA email hblackbu@stfx.ca or call **902-867-5601**.

PATHWAY TO SUPPORT

• DISCLOSURE •

INFORMING STFX FOR THE PURPOSE OF SUPPORT & ADVOCACY

Faculty and staff are required to report incidences of sexual violence perpetrated by faculty/staff to the director of Human Resources or the responsible authority.

A DISCLOSURE CAN BE CONVERTED TO A REPORT AT ANY TIME

SUPPORTS

AVAILABLE TO STAFF/FACULTY:

- StFX Employee Assistance Program
- Human Rights & Equity
- Mental health crisis line
- RCMP
- Sexual Assault Nurse Examiner Program
- Antigonish Women's Resource Centre & Sexual Assault Services Association
- The Naomi Society
- Family Services of Eastern Nova Scotia



IMMEDIATE MEASURES

AND ACCOMMODATIONS:

- Safety Planning
- No contact/communication orders
- Change to work schedules or assignments
- Campus restrictions
- Campus ban
- Suspension

• FORMAL REPORT •

INFORMING STFX FOR THE PURPOSES OF AN INVESTIGATION

- SVPPRA contacts the responsible authority who assigns investigator
 - Investigative processes will comply with applicable collective agreements
- Investigator interviews all parties & collects relevant evidence
- Investigator submits detailed report of process, findings and potential outcomes to Responsible Authority
- Responsible authority imposes outcomes if respondent found in violation of the policy

CHOOSING TO REPORT/DISCLOSE ON CAMPUS DOES NOT PREVENT YOU FROM REPORTING TO POLICE

RESPONSIBLE AUTHORITIES: VP Finance & Administration – for employees | Academic VP & Provost – for faculty/teaching staff