

RESPONDING TO DISCLOSURES OF SEXUAL VIOLENCE

EQUITY, CIVIL RIGHTS & TITLE IX OFFICE



SAFETY FIRST

"Are you a safe distance from the person who hurt you?" "Do you have any concerns about your safety?" For immediate safety concerns contact DPS (313) 593-5333

DO NOT INVESTIGATE

Listen without pressing for details or asking questions. Even well-meaning questions can sometimes sound blaming.

LEAD WITH EMPATHY

"I'm sorry that happened to you."
"Thank you for telling me."
"How can I support you?"
"It's not your fault."

MIRROR LANGUAGE

If they describe themselves as a "victim" or "survivor" then use that same language. Avoid labeling their experience for them. Be sure to use correct pronouns during your conversation.

REFER AND CONNECT

Share what you know about options and resources, including confidential resources (see chart, bottom right) and reporting options (ECRT and DPS).

MAKE A PLAN

"How can I support you going forward?"
"I am here if you want to talk about this."
Try to avoid becoming a sole support. Respect their decision to share or not to share updates with you.

WHAT TO SAY, A SAMPLE FOR IROs

"Thank you for trusting me with this and I'm going to do my best to help you. Before you share anything else, I want you to know that I am an Individual with Reporting Obligations. This means that when I learn about potential sexual misconduct, I need to report that to the Equity, Civil Rights and Title IX Office. If you don't want ECRT to be informed, I can refer you to a confidential resource and that person will also do their best to help you, but they will not notify ECRT. If we continue talking and I notify ECRT, they will reach out to you with more information about your options and various resources. Do you need some time to think about this? Do you have any questions?"

WHAT TO SAY, A SAMPLE FOR NON-IROs

Option 1 (If you choose to report): *"Thank you for trusting me with this and I'm going to do my best to help you. I want you to know that when I learn of sexual misconduct concerns, I share them with the Equity, Civil Rights and Title IX Office. ECRT will then reach out to you with more information about your options and various resources. I can also refer you to a confidential resource if you would prefer to talk to somebody who will not contact ECRT. Do you need some time to think about this? Do you have any questions?"*

Option 2 (If you choose not to report): *"Thank you for trusting me with this and I'm going to do my best to help you. While I am not someone who is required to report this, I want you to know that you have the option of sharing your concerns with the Equity, Civil Rights and Title IX Office. ECRT can inform you about your options for addressing the matter and various resources available to you. I can also help you identify resources, including confidential resources. Does any of that sound helpful to you right now?"*

RESOURCES

Confidential Resources -Students

- CAPS
313-593-5430
- Violence Prevention and Response Initiatives
313-593-3503
- Student Ombuds
313-593-5440

Confidential Resources - Staff and Faculty

- FASCCO 734-936-8660 Staff
- Ombuds 734-936-0600
- Faculty Ombuds 313-593-5240
- Violence Prevention and Response Initiatives
313-593-3503

Reporting Options:

- Equity, Civil Rights & Title IX Office
313-436-9194
- DPS
313-593-5333