

Receiving a Gender Based and Sexual Violence Disclosure

when someone tells you
about experiencing GBSV

Follow the



Acknowledge - **R**espond with Care - **C**onnect with Supports

Safety is our first priority. If the person is in imminent danger and in a NAIT Learning, Working, or Social Environment or on NAIT property, contact 911 and NAIT Protective Services immediately.

Acknowledge: 2 steps include acknowledging the disclosure and, if a NAIT employee, acknowledging your responsibilities.

Acknowledge the Disclosure

A disclosure may be very obvious or less so. If a disclosure is not explicit, you can share the things you have noticed that made you think the person might need support. Acknowledging the disclosure might sound like *“Thank you for telling me. It is not okay that that happened”* or *“You mentioned that you felt weird about some things your classmate said to you. I am wondering if you might want some support with that.”*

Acknowledge Your Role and Responsibilities (NAIT Employees Only)

If you are a NAIT Employee, you have some responsibilities that impact how much autonomy a survivor might have with what you do with their disclosure. It is important you acknowledge these limitations. This might sound like *“I may have to share this information with the Student Resolution Office/Protective Services to get you the right support. It’s also to ensure we’re keeping our campus community as safe as possible.”* See the Duty to Report Section at the end of this document for more information about your responsibilities.

Respond with Care: Show the survivor that you hear them and believe them, and centre the survivor’s needs and wishes.

Listen

Create a safe space for the survivor to share how they're feeling. Allow them to set the pace and tone of the conversation. Avoid interrupting, sentence-finishing, or asking questions that ask for more detail. You don't need to know the details about what happened to be supportive!

Believe

Believe them! Understand how hard it is to come forward when you've experienced GBSV and thank the survivor for sharing this with you. This might sound like "I believe you and am sorry this happened to you" or "How you feel is understandable. This wasn't your fault".

Centre the Survivor

Focus on the survivor's needs and feelings, not your own, and especially not those of the perpetrator. Let them to make their own decisions about next steps and give them time to process their thoughts and feelings. This might sound like "What do you need right now?" or "Take your time. I am here".

Connect with Supports: Let the survivor know there is support on and off campus and offer to connect them.

It can also be helpful to assist them in exploring their options and provide them with some relevant resources if they are open to it. There are places to get help, both on and off campus. It is important for them to know there are supports available without filing a complaint. This might sound like "*There is support available no matter if you report this or not*" or "*Would it be helpful for you if we explored some options together?*"

NAIT Resources

- NAIT Protective Services
- Health Services
- NAIT Policies HS 3.0, HS 3.1, HS 3.2
- GBSV Specialist: gbsv@nait.ca
- To report gbsv: nait.reessecure.com/

For Students

- Student Counselling
- NAITSA Peer Support

For Staff

- Employee and Family Assistance Program

Community Resources

- Alberta's One Line for Sexual Violence**
1.866.403.8000
- Sexual Assault Centre of Edmonton**
 - Support and Info Line: 780.423.4121
- Sexual Assault Response Team (SART)**
 - Available at any emergency room or can email/phone with questions.
- Edmonton Police Service Victim Support Services** 780.421.2217
- BriteLine** 1.844.702.7483
 - 2SLGBTQIA+ mental health and wellness helpline