

### Options, Limitations to Confidentiality, and Support Resources

You have notified a Supervisor/Leader about behaviour that may constitute sexual violence. This document summarizes important information about your options for addressing the situation.

#### McMaster University Sexual Violence Policy (the “Policy”)

The Policy is available online at the following link:

[http://mcmaster.ca/policy/General/HR/Sexual\\_Violence\\_Policy.pdf](http://mcmaster.ca/policy/General/HR/Sexual_Violence_Policy.pdf) Please contact an Intake Office, identified below, if you require access to the Policy in an alternate format.

#### Sexual Violence Response Coordinator and Supports

McMaster University’s Sexual Violence Response Coordinator is available to provide you with support, information about resources, and options available to you for resolution:

**Sexual Violence Response Coordinator** (available to all Community Members)  
McMaster University Student Centre (MUSC), Room 212  
(905) 525-9140, ext. 20909, and at [rossm@mcmaster.ca](mailto:rossm@mcmaster.ca)

#### Sexual Violence Response Protocol and Resources/Supports:

<https://svrp.mcmaster.ca/>

### Options for Disclosing and/or Reporting Allegations of Sexual Violence

You may choose one or more of the options below. Before doing so, please be sure to read and understand the *limits to confidentiality*, which follow this section.

#### Disclosure

You may inform someone in the University community about an experience of Sexual Violence because you wish to access support, accommodations and/or information about your options;

#### Complaint

You may make a Complaint and seek the University’s response by notifying an Intake Office, listed below, of an allegation of Sexual Violence. An Assessment Team will make recommendations to the relevant University Decision Maker with respect to whether an investigation should take place.

#### Criminal Report

You may make a Criminal Report by filing a report of Sexual Violence with a police service or with McMaster Security Services. Filing a report with McMaster Security Services will result in a report to the Hamilton Police Service.

#### Other Options

You may exercise other options external to this Policy (e.g. file a grievance through your union, a complaint under the Occupational Health & Safety Act) or other options external to the University (e.g. through civil litigation or Ontario Human Rights Code provisions).

**Note:** If you choose to file a Complaint, a Criminal Report, or pursue other options as outlined above, you may be required to attend/participate in a hearing, either internal to the University, or external through arbitration, or criminal court, etc.

## **Limits to Confidentiality and Reporting Requirements**

If you choose to disclose to a Supervisor/Leader, they are required to report the disclosure, without necessarily identifying you, to the Sexual Violence Response Coordinator and to seek guidance and advice.

The University recognizes the importance of confidentiality and will share identifying information only in circumstances where it is necessary in order to address safety concerns or to satisfy a legal reporting requirement. Limitations to confidentiality exist when:

- an individual is at risk of harm to self or of harming others;
- there are reasons to be concerned with future violence risk or community safety;
- disclosure is required by law (for example, abuse of someone under the age of 16) or to comply with the Occupational Health and Safety Act or human rights laws;
- evidence of the disclosed incident is available in the public realm;
- there are reporting requirements of a relevant regulatory or professional licensing body; or
- the University is subject to legal proceedings that, in the opinion of the Provost & Vice-President (Academic) or the Vice-President (Administration), in consultation with the President, require the disclosure of information.

## **Intake Offices**

Intake Offices share responsibility for handling Complaints relating to sexual violence. You have the option of contacting any one of these Offices to file a Complaint:

### **Equity and Inclusion Office** (available to all Community Members)

McMaster University Student Centre (MUSC), Room 212

Phone: (905) 525-9140 ext. 27581

Email: [equity@mcmaster.ca](mailto:equity@mcmaster.ca)

### **Employee/Labour Relations** (available to all staff and faculty)

Gilmour Hall, Room 304

Phone: (905) 525-9140 ext. 23850

Email: [elrintake@mcmaster.ca](mailto:elrintake@mcmaster.ca)

### **Student Support & Case Management** (available to all Community Members, where the Respondent is a student)

McMaster University Student Centre (MUSC), Room 226

Phone: (905) 525-9140 ext. 20964

Email: [sscmo@mcmaster.ca](mailto:sscmo@mcmaster.ca)

### **Faculty of Health Sciences Professionalism Office** (available to all Community Members in the Faculty of Health Sciences)

Michael G. DeGroote Centre for Learning (MDCL), Room 3519

Phone: (905) 525-9140 ext. 22417

Email: [fhsprof@mcmaster.ca](mailto:fhsprof@mcmaster.ca)

## **Reprisals**

The University prohibits reprisal or threats of reprisal against any member of the University community who makes use of the Policy or who participates in any related process.

## **Time Limitations for Bringing Forward a Complaint**

There are no time limitations on bringing forward a Complaint. You are encouraged to report a Complaint at the earliest opportunity, as the longer the time lapse between the incident and the Complaint, the more difficult it becomes to investigate effectively. Once a Complaint is received, it will be dealt with as expeditiously as possible.