

# RESPONDING TO DISCLOSURES OF SEXUAL VIOLENCE

## EQUITY, CIVIL RIGHTS & TITLE IX OFFICE



### SAFETY FIRST

"Are you feeling a safe distance from the person who hurt you?" "Do you have any concerns about your safety?" For all immediate safety concerns contact DPSS (734) 763-1131

### 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. Do not label anyone's experience for them. Use correct pronouns during your conversation.

### REFER AND CONNECT

Share what you know about options and resources. Consider sharing information about SAPAC and ECRT.

### MAKE A PLAN

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

### SAMPLE SCRIPT - IRO

*"Thank you for trusting me with this information. I want to let you know that I am considered an Individual with Reporting Obligations at University of Michigan. This means that I need to report to the Equity, Civil Rights & Title IX Office when I learn about potential sexual harassment, sexual assault, intimate partner violence, sexual exploitation, and stalking. You can absolutely talk to me about this, but before you shared more about your experience I wanted to make sure you knew about my reporting obligations so you could decide if you wanted to tell me more. I can also connect you to a confidential resource. What questions do you have about this?"*

### SAMPLE SCRIPT - NON-IRO

*"Thank you for trusting me with this information. While I am not someone who is required to report this information, I do want you to know that sharing this information with the Equity, Civil Rights & Title IX Office is an option that you have. ECRT is responsible for responding to all allegations of sexual misconduct on campus. There are also many confidential support resources both on and off campus that are available to you. Does any of that sound helpful to you right now?"*

### RESOURCES

#### Confidential Resources

- SAPAC 24/7 Crisis Line
  - 734-936-3333
- SAPAC
  - 734-764-7771
- CAPS
  - 734-764-8312

#### Reporting Options:

- Equity, Civil Rights & Title IX Office
  - 734-763-0235
- DPSS
  - 734-763-1131

For more information regarding reporting and resources



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## OFFICE FOR INSTITUTIONAL EQUITY

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## SAMPLE SCRIPTS FOR IROS

*"Before you start or share more information with me, I want to make sure you know that I am considered an Individual with Reporting Obligations at U of M. This means I m required to report any information I receive about sexual misconduct to U of M's Office for Institutional Equity."*

*"Thank you for trusting me with this information. I want to let you know that I am considered an Individual with Reporting Obligations at University of Michigan. This means that I need to report to the Office for Institutional Equity when I learn about potential sexual harassment, sexual assault, intimate partner violence, sexual exploitation, and stalking. You can absolutely talk to me about this, but before you shared more about your experience I wanted to make sure you knew about my reporting obligations so you could decide if you wanted to tell me more. I can also connect you to a confidential resource. What questions do you have about this?"*

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