

TIPS FOR DEALING WITH A DISCLOSURE OF SEXUAL HARM

ASK:

- 'I have noticed _____ and I don't think it is ok. Is there anything going on that I can support you with?'
- 'It is important you feel safe while you're working. Can you tell me a bit more about what happened?'

LISTEN:

- Be quiet
- Use minimal encouragers "mmm" or 'uh huh'

ACKNOWLEDGE:

- 'I am glad you told me, thank you'
- I am sorry to hear that is happening to you – 'You have the right to feel safe in your work environments.'

SUPPORT:

- 'I'm not a specialist in this area, but I do know some people who can help. Would it be helpful if I called them and asked them about the options available?'
- 'We have a policy on the options available in situations like this. Is it ok if I check it out and come back to you about all the options available.'
- 'Safe to Talk helpline is the free anonymous service in NZ. If you would like to talk about what happened, you can give them a call 24/7.'

Consider – direct, informal and external reporting options. Putting in place support and safety measures.

FOLLOW UP:

- 'How safe do you feel right now? Are you okay to go back to work?'
- 'I would like to follow up with you about what we talked about today. I am wondering if you have a preferred way for me to make contact?'

This document was prepared by Rachel Harrison and Mel Calvesbert for use in connection with Professional Respect Training.