

Conversations around sexual harassment and misconduct are sensitive in nature and require care and compassion. If a student approaches you to talk about something difficult that happened, it shows that the student is comfortable with you and trusts you. It is important you let the student know you are ready to listen and assist, but that he/she understands your reporting obligations. This is a tricky balance – you want to communicate that you are not a confidential resource while still inviting the student to share and feel safe!

**An example of how to say this is....**

"I'm here to help and I'm ready to listen. I know that it takes courage for you to share this with me and before you go forward, I need you to know there are certain things I have to share. If I need to share information, I will do that in a way that maintains your privacy. I can help you find a confidential person to talk with if you would prefer. I hope you will talk to someone – whether it's me or a confidential resource." *(The way you deliver this message is just as important as the words you say. Be*

Some things that are **not helpful** to do or say are....

- Asking "why" questions or questions that may imply blame and put the student on the defensive

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