Important Note: Students often turn to another student in time of crisis or to a trusted individual, such as a faculty member, staff member, or anyone that they consider trustworthy. At the same time, sexual violence and other related crimes have a significant emotional impact and often help and support from a professional is needed. The Cal Poly Pomona Violence Prevention and Women's Resource Center (VPWRC) provides free, confidential advocacy (crisis assistance) to Cal Poly Pomona students, staff and faculty members during working hours. The VPWRC staff are certified domestic violence and sexual assault counselors trained in providing crisis intervention. Project Sister Family Services provides a 24-Hour Rape Crisis Hotline, where callers receive immediate, confidential assistance from specially trained Volunteer Advocates by calling (909) 626-4357 or (626) 966-4155.

Confidentiality: Students or employees who are concerned about confidentiality should always discuss that concern with the person to whom they are speaking, and should inquire about any limits on that confidentiality. Whether--and the extent to which--a University employee may agree to maintain confidentiality (and not disclose information to the campus Title IX Coordinator) depends on the employee's position and responsibilities at the University. With only a few exceptions faculty and staff are deemed responsible employees who are mandated to report all knowledge of sexual assault, intimate partner violence and stalking to a Title IX officer. Please refer to the "Confidentiality--Know Your Options" section of the Cal Poly Pomona Rights and Options for Victims of Sexual Violence, Dating Violence, Domestic Violence and Stalking document provided on the Cal Poly Pomona Title IX website for details.

It is important to support someone who discloses sexual harassment or violence. The most important things are to listen to and support them in their decision-making and recovery. Below are some suggestions of things to do and not to do when helping someone else.

DO: Listen, Support, and Validate

- Be supportive and listen to them.
- Express empathy and let them know that you care.
- Validate that what happened to them was not ok.
- Offer forms of support that are appropriate for your role. For support that is needed beyond your role, serve as a bridge to campus and community support and resources.
- Make sure if it is a student you are helping, that they are aware of the confidential resources available to them, such as the Cal Poly Pomona Student Health and Counseling Services-Campus Advocate. If it is an employee you are helping, make sure they are aware of the availability of the CPPLifeMatters benefit program. CPPLifeMatters has a hotline that is answered 24 hours a day and 7 days a week (1-800-367-7474). An employee just states they are an employee of “Cal Poly Pomona.” More detailed information on this benefit is available through the CPPLifeMatters website.
- Allow them to regain control by empowering them to make their own decisions on how to respond. Respect their decisions.
- Understand that there is no one way to react to sexual misconduct and that an individual may go through a range of emotions and responses to what happened to them.
- Make sure they know that Cal Poly Pomona's primary concern is for their safety and the safety of the campus community. The use of alcohol or drugs never makes the victim at fault for sexual violence and they should not be deterred from getting help or reporting the incident out of a concern that they might be disciplined for related violations of drug, alcohol, or other

University policies. Except in extreme circumstances, University students or employees who are victims of sexual violence will not be subject to discipline.

- Make sure they know of resources that can provide a safe place to stay, if needed (e.g., House of Ruth can offer information on emergency and transitional shelter).
- Realize that you too have been affected and seek support if you need it. If you need support or to discuss how best to support a survivor, contact the Cal Poly Pomona Student Health and Counseling Services-Campus Advocate to speak to the advocate.

DON'T:

- Overly express your own feelings about what happened to them.
- Define their experience for them.
- Force them to talk and/or take control from them.
- Assume you understand how they feel.
- Assume the gender of the people involved. Sexual misconduct can occur among all genders and sexual orientations.
- Make light of the incident or attempt to make jokes.