CONFIDENTIALITY AND ITS LIMITS

Any information that is disclosed by an individual meeting with a Human Rights Advisor will remain confidential and will only be accessible to other authorized employees of the University. Information may be shared with authorized employees in order to assess health and safety concerns or to manage case files as appropriate. Written or noted verbal consent must be provided for information to be shared with other authorized employees.

Confidentiality does not mean anonymity. Individuals have the option of requesting anonymous reporting, which will protect their personal identity. Anonymous reports will be documented and may or may not be actionable.

Limits of Confidentiality

There are limits to what can be held in confidence when any one of the following circumstances are assessed:

- The individual is at imminent risk of harming themselves;
- The individual is at imminent risk of harming another person;
- There are reasonable grounds to believe that others in the Dalhousie community may be at imminent risk of harm based on information that an individual has provided; and/or
- An individual reporting sexual assault or abuse is a minor, 16 years of age or younger.

Sexual Violence reports / disclosures: Other than as outlined in the above limits of confidentiality, the individual’s decision to report or not report a sexual assault to law enforcement shall be respected.

Please note release of our records to a third party could be required by law and Advisors may be called to testify.

Individual’s name (signature) ___________________________________________________________

Advisor’s name (signature) ____________________________________________________________