

CAMP SEXUAL VIOLENCE

CHECKLIST FOR A COMPREHENSIVE RESPONSE

- 1 LEADERSHIP AND INCLUSION** Develop strong leadership and an inclusive and diverse working group that will guide the development of a comprehensive response to sexual violence, including the drafting of a company policy/protocol.
- 2 A COMMON LANGUAGE** Develop a clear definition of sexual violence, a shared understanding of the nature and impacts of sexualized trauma, and a common language that is trauma-informed, victim/survivor-centered, and gender-inclusive.
- 3 SEXUAL VIOLENCE POLICY** Develop and implement a stand-alone sexual violence policy outlining the company's position, intentions, and guiding principles.
- 4 SEXUAL VIOLENCE PROTOCOL** Develop and implement a sexual violence protocol outlining who is responsible at each level and stage of response and intervention. Ensure those assigned to response roles are trauma-informed and victim/survivor-centred.
- 5 CONFIDENTIALITY AND INFORMATION SHARING** Develop clear company guidelines pertinent to confidentiality and information sharing in cases of sexual violence and sexual assault.
- 6 DISCLOSURE AND REPORTING OPTIONS** Clearly outline, both in and out of camp, the full range of options available to victims/survivors, including formal reporting options.
- 7 PROTECTION PROVISIONS** Develop interim protection provisions to increase the feeling of safety for victims/survivors while the company responds to incidents of sexual violence eg. Alternative work/accommodations and/or ensuring separation between parties.
- 8 ACCOMMODATIONS FOR VICTIMS/SURVIVORS** Clearly articulate the full range of options available to victims/survivors of sexual violence including support, rides to town for support and/or services, paid days off, alternative work/accommodations, etc. Consider implementing long-term preventative actions such as designated sober staff on nights off, more secure sleeping areas, etc.
- 9 PROVISION AND COORDINATION OF SERVICES FOR VICTIMS/SURVIVORS** Develop a plan for the provision and coordination of service delivery to victims/survivors, both in and out of camp.
- 10 TRAINING AND EDUCATION** Provide training and education to employees and staff in the areas of sexual violence prevention, including awareness of camp sexual violence policies and protocols, responding to disclosures, consent, bystander intervention, and provision of educational materials in camp.