

Gender Resource and Advocacy Center-Confidentiality Policy

Welcome. We want you to know how confidentiality works within the Gender Resource and Advocacy Center (GRAC). The trained students staffing the GRAC and the Confidential Advocates share confidentiality standards. Volunteers who don't staff the center are not confidential. An explanation of helpful terms is available on the back of this sheet.

Here's what you need to know about confidentiality and circumstances in which your information could be shared:

1. Trained students and staff **are NOT designated as "Responsible Employees"**. This means that they don't report any specifics or names regarding sexual assault or gender-based violence to the university (including the Title IX Coordinator). However, we can help you report to the university if you choose to do so, and this is a great place to discuss your options without pressure.
2. Trained students and staff **report aggregate data to the university and for grant recipient requirements**. This means they keep track of and report data overall, such as types of violence that occurs and how often, without identifying information.
3. Records involving your identifiable information and communication with a Confidential Advocate may be shared **if required by court order or subpoena**, or in defense of claims brought against GRAC or Confidential Advocates. Efforts to obtain your consent to share, even in those circumstances, will be taken.
4. Information is **shared within the GRAC** among trained students and the Confidential Advocates on a "need to know" basis. This is for consultation toward providing the best possible services.
5. **You can choose for a Confidential Advocate to share your information**, usually to other service providers or staff on or off campus, like a counselor, law enforcement, Title IX office, campus safety or a professor, by signing a release of information.
6. The staff and volunteers **are mandatory reporters of child abuse**. What this means is that the student or staff who learned of this abuse would have to call the Department of Human Services and notify them of what was disclosed. This most often comes up for college students if they themselves are under 18 or if they were abused by a family member who still has contact with a younger sibling.
7. **GRAC staff qualify for advocate privilege** if they have completed adequate training and advocate certification. Advocate privilege applies to how your information is protected confidentially and may not be shared in a legal context.

If you have any questions regarding these limits of confidentiality, please ask. You can ask a SARA or have a private conversation with a Confidential Advocate.

Gender Resource and Advocacy Center

The Loft, Montag Center

Office: 503-370-6728

Sexual Assault Response Advocates

Peer Advocates

SARA Advocacy Hotline: 503-851-4245

email: SARA-resources@willamette.edu

Confidential Advocate

Andrea Hugmeyer, Director of the GRAC

Direct: 503-375-5361

email: ahugmeyer@willamette.edu

Helpful Terms

Mandatory Reporter: a person obligated to report abuse of children under the age of 18

Responsible Employee: someone obligated, by Title IX and Willamette University, to report sexual assault and gender based violence to the Title IX Coordinator

Trained Student: a student who has completed a 40 hour training approved by the Oregon Attorney General's Sexual Assault Task Force

Privilege: a legal term referencing how information can be accessed by courts

Gender Resource and Advocacy Center Mission

The Gender Resource and Advocacy Center (GRAC) provides resources and support to persons of any gender and sexual identity in the Willamette University community. We strive to create a safe and affirming space intended to empower those we serve. We promote gender equity, inclusivity, and social justice by supporting systemic change through education and collaboration. The GRAC offers individual and confidential advocacy to those impacted by sexual violence, stalking, relationship violence, and sexual harassment.

Statement of Non-Discrimination

Willamette University is committed to the principle that its educational facilities, activities and employment opportunities shall be offered without regard to race, color, religion, sex, national origin, marital status, veteran status, actual or perceived sexual orientation, gender identity, gender expression, or status with regard to pregnancy, disability or age. Willamette is firmly committed to adhering to the letter and spirit of all federal and state equal opportunity and civil rights laws, including but not limited to Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967 (ADEA), the Age Discrimination Act of 1975, the Americans with Disabilities Act (ADA) of 1990, and their implementing regulations.

To file a complaint of discrimination:

You may contact the university's department of Human Resources, University Services Building. Email: hr@willamette.edu or call: 503-370-6210

You may write the Office of Civil Rights, Office of Justice Programs, U.S. Department of Justice (OCR), 810 7th Street, NW, Washington, DC 20531 or call 202-307-0690 (Voice) or 202-307-2027 (TDD/TTY). Individuals who are hearing impaired or have speech disabilities may also contact OCR through the Federal Relay Service at 800-877-8339 (TTY), 877-877-8982 (Speech) or 800-845-6136 (Spanish).