



## Update on OCTEVAW's Response to Concerns About Disclosures

December 2, 2020

We are beginning our work on how we handle disclosures made about those who work for or volunteer with OCTEVAW. So, we want to make a Prevention and Accountability Framework. We'd like the community's help.

Our current framework relies on survivors using our complaint process. This process is inadequate for this work: it wasn't designed with a focus on disclosures. We want to be able to take accountability steps no matter how or when a disclosure is made. We also want survivors to know about all available options to them if a disclosure is made, what will happen next, and how they may be involved.

OCTEVAW has mapped out some key points of intervention to begin this work, where we think we can lower the potential for an abuser to join OCTEVAW as a staff person or a volunteer and take steps when disclosures are made about existing staff or volunteers. To start, we have created this visual to identify moments of intervention. We would like to engage the wider community by getting feedback on proposed draft approaches for each of the intervention moments outlined in the map, with the following principles in mind:

Open to all who want to engage - no gatekeeping, by:

- Sharing these approaches on an open platform for comment, while:
  - Prioritizing community members' privacy and security needs;
  - Ensuring feedback can be provided anonymously;
  - Respecting our legal obligations;
  - Removing hateful, harmful, or abusive content; and
  - Making available multiple avenues for feedback including email and phone to enable greater access for engagement.
- Compensating community expertise, while:
  - Ensuring that anyone who engages is compensated - whether reading with no further comment, or providing detailed critiques.
  - Trying to find a balance between compensating all who engage with the reality that we don't have unlimited funds for this work.

- Enabling compensation to be forwarded to those who need it most. Should a community member wish to pass on their contribution, it can be made into a contribution to the Sexual Assault Support Centre of Ottawa (not donation, we would not get a tax break for this) or diverted to someone else in need.
- Flagging that anonymous contributors can't be compensated directly, unfortunately. Financial due diligence doesn't allow this because of risk of fraud. For example, an OCTEVAW staff member could be claiming all the gift cards for themselves. An acknowledgement of the compensation would be required. This wouldn't be required if a redirect of funds were requested to SASC, instead of to an individual.

Our starting point will be drafting a survivor disclosure policy/process. For this process, when we share a draft with the public, we will invite edits, comments and critiques that will be compensated with a \$10 credit card voucher or a contribution to SASC, up to 75 people (\$750 total).

OCTEVAW is amid the 16 days of activism to end gender-based violence and planning for the December 6th vigil. The busiest time of the year for our work is always right before the holidays. We will return to the community with a proposed survivor disclosure policy by Wednesday, February 3, 2021.

We remain committed to providing frequent updates about this work and welcome your comments, concerns and feedback by emailing our [feedback@octevaw-cocvff.ca](mailto:feedback@octevaw-cocvff.ca).