

Responding to disclosure:

1. Demonstrate empathy and accept disclosure:

- Always try to speak one-on-one with the person making the disclosure
- Let them know you believe them and they are not to blame
- Acknowledge and give permission for their emotional responses
- Let them know that it is alright to be upset
- Try to avoid repeated questioning on aspects of their disclosure

2. Re-establish safety – both psychological and physical:

- Acknowledge the distress the person may be experiencing
- Ask the person if they are safe. Consider: Is the abuse still happening? Is the person/s harming them in the workplace? Do they know where they live or any other threats?
- Ask the person what they need to feel safe at this point

3. Demonstrate respect:

- Acknowledge the trust it took to make the disclosure
- Explain that you are not a counsellor, you are able to listen and can refer them on
- Ask the person what they want to happen

For more support on responding to disclosures, call the **NSW Sexual Violence Helpline** on **1800 385 578** or **www.fullstop.org.au**

Full Stop **Australia**

