REPORT TO THE OIC FOR TRAUMA-INFORMED, SURVIVOR-CENTRED SUPPORT

Debriefing and Counselling Support is prioritised throughout the UCT Processes as requested

University of Cape Town · iYunivesithi yaseKapa · Universiteit van Kaapstad

Office for Inclusivity & Change

YOUR OPTIONS, NEXT STEPS

A — KEEP AN OIC RECORD

You may choose to **have this noted only,** with no further action

B — ACCESS OIC SUPPORT

- Emotional and psychosocial support
- Counselling services and specialised interventions
- OIC concessions letter for **academic or work-related adjustments**
- Guidance and care through the **reporting process**

C — INFORMAL REPORTING PROCESS

- A **voluntary, non-punitive process**
- Focused on **addressing concerning behaviour safely and constructively**

OPTIONS

Constructive Conversation for the respondent

OR

Educational Intervention for the respondent

OR

Mediation through **OIC referral for the survivor and respondent**

D — TRIBUNAL FORMAL REPORTING PROCESS

Investigation for disciplinary chargers

- Rape
- Sexual Assault
- Sexual Harassment
- Sexual Intimidation
- Discrimination

OIC refers request to the Specialised Tribunal

Specialised Tribunal manages the investigation and disciplinary process

- Harassment
- Violence
- GBV and Domestic Violence

Respondent Status

UCT STAFF

OIC refers request to the respondent's line manager, head of department and Human Resources

Employee Relations manages the request for investigation and disciplinary process

UCT STUDENT

Survivor and respondent lives in UCT residences

YES

Survivor reports complaint to the warden for the Student Housing

AND

NO

Survivor reports complaints to the University Student Disciplinary Tribunal

UCT Legal Services

E — SAFETY MEASURES

Support to help you feel safer may include:

Informal arrangements

OR

Formal Safety Precautionary Measures

- Rape
- Sexual Assault
- Sexual Harassment
- Sexual Intimidation

→

- Harassment
- Violence
- GBV and Domestic Violence
- Discrimination

UCT

NO CONTACT ORDER

SUSPENSION ORDER FROM SHARED SPACES

Respondent Status

UCT Staff

OIC refers request to Human Resources and Employee Relations

Employee Relations manages the review and application process

UCT Student

OIC refers request to the Specialised Tribunal

Specialised Tribunal manages the review and application process

SAPS NATIONAL PROTECTION ORDER

Apply for a national protection order in person or online through the Department of Justice

DOJ Application Portal

F — SOUTH AFRICAN POLICE SERVICE

Request an **OIC referral to SAPS**

SAPS occurrence book record

No Investigation for criminal prosecution

SAPS criminal prosecution against the respondent

SAPS manages the investigation and criminal chargers

SORMAA Reporting to SAPS

The OIC is mandated to refer all complaints to SAPS involving vulnerable persons, under the South African Sexual Offences and Related Matters Act

This **does not automatically start** a SAPS investigation for criminal chargers

Your engagement preference will be communicated to SAPS

CONSENT

You will be asked to complete an OIC **consent form** for your chosen requests → **Any next step is guided by your informed consent, except where legally mandated reporting of vulnerable persons is required**

EMPOWERMENT SAFETY COURAGE COMMUNITY HEALING JUSTICE RESILIENCE GROWTH

OFFICE FOR INCLUSIVITY & CHANGE