# Guidance for employees who have experienced sexual misconduct

If you have experienced any behaviour that is in violation of the *Sexual Misconduct Policy*, **it is important to know that it was not your fault**. **Victims of sexual misconduct are never to blame.** You have a right to dignity and respect. You have a right to decide what to do next. The University will support you in any decision you make.

The following are some key options that you may wish to consider:

* Do you wish to make an initial disclosure of the experience to a trained member of University staff?
  + See Section 6.1 of the Employee Procedures
  + Contact DCU’s Equality, Diversity and Inclusion Unit
* Do you wish to make a report to An Garda Síochána?
  + See Section 6.5 of the Employee Procedures
  + DCU Garda Liaison Officer
* Do you wish to seek to resolve the issue informally?
  + See Section 6.2 of the Employee Procedures
* Do you wish to attend a sexual assault treatment unit(SATU)? A SATU will ensure your immediate health needs are met and have an important role in enabling forensic evidence to be collected whilst a decision is being made about whether or not to make a report to An Garda Síochána. Forensic samples should be collected as soon as possible, but can be collected within up to seven days, and can be stored by the SATU for up to one year. You do not have to make a report to the An Garda Síochána if you attend a SATU.
  + Visit the [HSE’s information page](https://www2.hse.ie/sexual-assault-treatment-units/)
* Do you wish to access professional emotional support?
  + See Section 10 of the Employee Procedures
  + Contact [DCU’s Employee Assistance Programme (EAP)](https://www.dcu.ie/hr/dcu-employee-assistance-programme-eap). You can access the EAP through the 24/7 freephone number 1800 814 243, or by texting (SMS) or WhatsApp by sending 'Hi' to 087 369 0010.
  + Contact the [Dublin Rape Crisis Centre](https://www.drcc.ie/services/helpline/). You can access free, confidential, non-judgemental support through the 24/7 helpline on 1800 77 8888 or visit the webpage to access live chat.
* Do you wish to formally report the experience to the University but not to An Garda Síochána?
  + See Section 6.3 of the Employee Procedures
  + See Section 7 of the Employee Procedures
  + Contact [DCU’s Equality, Diversity and Inclusion Unit](https://www.dcu.ie/hr/edi-dcu-consent-framework)
* Do you wish to formally report the matter to the University and An Garda Síochána?
  + See Section 6.3 of the Employee Procedures
  + See Section 6.5 of the Employee Procedures
  + See Section 7 of the Employee Procedures
* Do you wish to take no further action at this time and to spend some more time considering your options.
  + See Section 10 of the Employee Procedures