



SHARE Team

Office for Gender Equity



Making a Referral to the Confidential SHARE Team

There may be times when a student, post-doctoral fellow, or colleague speaks with you about:

- Sexual harassment
- Sexual assault
- Stalking
- An abusive relationship
- Discrimination based on gender, gender identity, or sexual orientation
- Uncertainty about an interpersonal experience

They might have an interest in connecting with a confidential resource, or you might want to offer them information about a confidential resource at Harvard. Please use this document as a helpful guide for how you might describe the confidential SHARE Team to a Harvard community member, regardless of when or where the harm occurred.

Survivor Support

Examples of concerns someone might share with you could include:

- “I was sexually assaulted, and I don’t know what to do next.”
- “I’m getting really overwhelmed by readings that remind me of something that happened in high school.”
- “The head of my lab keeps making me stay late and asking to get a drink, and I’m uncomfortable.”
- “Someone was harassing me and my friend because we are trans, and I don’t know if I want to file a complaint or not.”
- “My roommate came home upset about something that happened, and I’m not sure what to say.”
- “My ex won’t stop contacting me and keeps showing up. I’m afraid they’re following me.”

Helpful things to keep in mind when making a referral to the SHARE Team:

➤ **Before providing information, helping someone feel heard and cared for is the most important aspect of a response and can influence whether someone seeks additional support. You might consider:**

- Slowing down and taking a breath.
- Validating their experience and affirming that they do not have to navigate this alone. This could sound like “Thanks for sharing this with me. I’m sorry this is happening. You don’t have to go through this alone. I can help you get connected to support.”

➤ **If they are open to information, you might consider letting someone know that:**

- The SHARE Team offers:
 - Counseling, advocacy, and accompaniment. This means if someone wants, SHARE could be a confidential place to talk about what happened/is happening, discuss options, answer any questions about policies or processes, and/or go with someone to meetings as their support person
 - Groups such as restorative yoga, survivor support group, and others
- Meetings are in person or online and are free, voluntary, and confidential.
- The SHARE Team will support whatever decisions you make for yourself.

An example of what referring to the SHARE Team might sound like is:



The SHARE Team offers counseling and groups. They also offer advocacy and accompaniment to meetings on or off campus. If you were to meet with the SHARE Team, they will explain to you other aspects of support, such as thinking through decisions, resource connections, policies, and a range of options. SHARE will support whatever choices you make. Let me know if you’d be interested in the SHARE Team’s contact information. If you decide to reach out, you could always call, email, or stop by their office to set up a time to meet.

We believe you deserve safety, dignity, and belonging in your body and your community.



Contact the SHARE Team

Smith Campus Center, Suite 624
Email: oge_SHARE@harvard.edu
Phone: 617-496-5636 | 24/7 Confidential Hotline: 617-495-9100
Free, Voluntary, and Confidential



Restorative Practices and Accountability Support

Examples of concerns someone might share with you could include:

- Having caused or contributed to harm and are aware they have done so
- May be unsure if they've caused harm or have been told they've caused harm
- Are part of an organization where harm has occurred
- Wanting to talk with a friend who may have caused harm

Helpful things to keep in mind when making a referral to the SHARE Team's Restorative Practitioner:

It is normal for somebody to respond fearfully or defensively when they are told they may have caused harm. This response is often related to shame or fear of punishment, and it can often get in the way of people considering the impact of their actions.

➤ If they are open to information, you might consider letting someone know that:

- The Restorative Practitioner is a confidential, supportive, and non-judgmental space to explore questions of accountability.
- Meetings are free, voluntary, and confidential. This means that information is not shared with anyone else, including people involved with conduct, Title IX, or judicial processes.
- The Restorative Practitioner offers:
 - 1-3 sessions to talk through concerns and help a person identify resources and supports that meet their needs
 - Ongoing accountability-focused counseling and support
 - Meetings with individuals, as well as groups/ organizations/departments/units
 - Consultation
- Meeting with a Restorative Practitioner is not an admission of guilt.

An example of what this might sound like is:

“I see you're going through a hard time. I want to encourage you to get support because I think the only thing harder than going through a hard time is going through it alone. SHARE's Restorative Practitioner is a confidential space where you can reflect and talk things through without worrying about being judged. Let me know if you'd be interested in the Restorative Practitioner's information. If you decide to reach out, you could always call or email to set up a time to meet.”



Restorative Practitioner Contact Information:

Email: oge_shareRP@harvard.edu
Phone: 617-496-5636

Important note: The Restorative Practitioner is not a resource for disputing complaints, seeking referrals for an attorney, or requesting limitations on communications (e.g., seeking to have individuals stop talking about them or particular concerns). If you have questions about the role of the Restorative Practitioner, please reach out to oge_shareRP@harvard.edu prior to making any referral.



Frequently Asked Questions

What is the SHARE Team?

The SHARE Team is a confidential part of the Office for Gender Equity. The SHARE Team works to create spaces for safety and healing, coalition building, and restorative practices to tend to the impact of, and work toward ending, violence.

Who can receive support?

The SHARE Team works with all members of the Harvard community, including students, staff, faculty, and post-doctoral fellows. We can offer support whether the harm happened recently, in the past, or is on-going.

What does confidential mean?

The SHARE Team does not share information with anyone at the University without your consent. This includes Title IX, HUHS, Harvard staff or faculty, and anyone connected with judicial, legal, or conduct processes.

What can someone expect in a first meeting?

A SHARE counselor is seeking to get to know an individual and understand what they may need or want. A SHARE counselor may also clarify options and resources that are available. The SHARE Team generally schedules meetings for 45-50 minutes.

How will I know if someone I refer connects with the SHARE Team?

Due to confidentiality, the SHARE Team does not confirm whether or not we have met with someone. As a result, you will not be informed as to whether the individual chooses to access SHARE's resources. We appreciate your support in providing information about the SHARE Team and honoring individual agency.

What if I need help for myself?

SHARE is available to support you whether with your own experiences or to discuss what it is like to support someone else.

Can I reach out to the SHARE Team even if harm has not occurred?

Yes! We offer a range of proactive community building workshops and programs that are rooted in restorative and transformative justice approaches, as well as principles of violence prevention. We would be excited to collaborate with you. We invite you to email or call.

How do restorative practices differ from traditional or punitive means of addressing harm?

In a restorative approach, we move toward accountability by understanding and addressing the needs of those who are impacted by harm. Identifying and shifting root causes of why harm happened in the first place is another way to work toward accountability and reduce the chance that similar harm happens in the future.

Will a SHARE Restorative Practitioner meet with someone who is unsure or not ready to acknowledge if they have caused harm?

Yes. Anyone can meet with the SHARE Restorative Practitioner for 1-3 sessions. After these sessions, individuals may continue to work with a SHARE Restorative Practitioner if they are open to:

- Exploring the impact of their actions
- Working with a support pod
- Exploring themes of accountability

Can I get in trouble by talking with the SHARE Restorative Practitioner?

No. We do not disclose any information to Title IX, disciplinary boards, or any other judicial body. Meeting with a Restorative Practitioner is not an admission that an individual engaged in harm.

