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How Australian Universities are Responding to Campus Sexual Violence

February 2024

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About the Australian Human Rights Institute

The Australian Human Rights Institute at UNSW produces world-leading research and advances debate on critical human rights issues. Our strategic and rigorous research transforms practices to mainstream human rights, with a focus on business, climate, gender and health.

The Institute has been at the forefront of efforts to address sexual violence in Australian universities.

In 2015, the Institute (then the Australian Human Rights Centre) was commissioned by The Caledonia Foundation to lead a major research project, Strengthening Australian University Responses to Sexual Assault and Harassment Project.^[1] As part of this project the Centre collaborated with the Australian Human Rights Commission to ascertain the prevalence of sexual assault and sexual harassment at Australian universities, resulting in the Commission's landmark *Change the Course* report in August 2017. The Centre then drew on the survey data and international comparative research for its *On Safe Ground* report, also released in August 2017.^[2]

The Institute has supported the research of several doctoral candidates in this area and undertaken further research and advocacy to create sustainable and long-term changes to address campus-based sexual violence.

Researchers:

- › Dr Allison Henry
- › Sherine Shallah
- › Samuel Pryde

Introduction

Awareness around the prevalence of sexual assault and sexual harassment in Australian universities has increased dramatically over recent years. While the adverse effects of sexual violence on individual students' health and wellbeing – such as unwanted pregnancy, sexually transmitted diseases, anxiety, depression, social isolation, substance abuse disorders and self-harming behaviours – are well-documented,^[3] the negative impact of sexual violence on student survivors' educational outcomes, including adverse impacts on their academic performance and completion rates as well as their day-to-day sense of safety on campus, has also been increasingly recognised.^[4]

Sexual violence in educational environments compromises students' right to education and can violate human rights to personal security, freedom from violence and non-discrimination. Australia has human rights obligations under several international instruments to protect these rights,^[5] and sexual assault and sexual harassment are prohibited under Australian criminal,^[6] anti-discrimination and human rights laws.^[7]

In August 2017 the Australian Human Rights Commission released the landmark *Change the Course* report, detailing the results of the 2016 *National university student survey on sexual assault and sexual harassment*. The *Change the Course* report provided the first substantive national baseline data, described by then Sex Discrimination Commissioner Kate Jenkins as a “disturbing picture” of sexual and gendered violence within Australian university settings.^[8]

In March 2022 the results of the 2021 *National Student Safety Survey* (NSSS), commissioned by Universities Australia on behalf of its 39 member universities, were released.^[9] Changes in survey methodology made it difficult to compare the 2016 and 2021 findings, however the NSSS demonstrated that the prevalence of sexual assault and harassment experienced by Australian university students had not markedly shifted, and that many of the issues identified in the first survey – such as students awareness of, or confidence in, university responses to sexual violence – had not improved.

In response to the Commission's nine recommendations in the *Change the Course* report, Australian universities and residential colleges committed to a range of initiatives to better respond to sexual violence within their institutions. These measures included establishing internal advisory bodies or working groups to lead institutional efforts; implementing reviews of existing university policies, reporting mechanisms and response pathways; increasing the availability and visibility of support services; auditing counselling services; providing training and education to staff and students in relation to sexual assault, sexual harassment, respectful relationships and responding to disclosures; and reviewing the management of sexual violence in residential colleges.

Some universities have been proactive in reporting on these efforts, and transparent about how they are managing and responding to reports and disclosures of sexual violence, but assessing whether universities are taking sexual violence seriously can be incredibly difficult. While the Australian Human Rights Commission and the national higher education regulator, the Tertiary Education Quality and Standards Agency (TEQSA), initially compiled information about university responses to the *Change the Course* recommendations,^[10] there has been no effective and systemic oversight of universities' efforts to address or prevent sexual violence since mid-2020.

As the national Action Plan on Addressing Gender-based Violence in Higher Education^[11] is progressed in 2024, this report seeks to address this information gap and positively contribute to institutional accountability and transparency in the management and prevention of sexual assault and sexual harassment in Australian universities.

The report outlines a timeline of key developments over the past decade and details the key findings of the two national student safety surveys. It then collates institution-specific information drawn from university websites about each individual universities' response to campus-based sexual violence, as at February 2024. The profiles are organised by jurisdiction, reflecting the governing legislation of Australia's universities.

The publicly available information collated in each profile includes links (where available) to prevalence data at each university (as identified in the two national student safety surveys), relevant university policies and governance information, and links to institutional reports about reports and disclosures of sexual violence. As the profiles highlight, while some universities are proactive in making information about their policies and reporting data visible, many are less transparent. It is not clear whether this suggests a wide variance in the priority attributed by individual universities to tackling campus-based sexual violence or reflects an issue with institutional transparency (or both). The easy availability of this information is important when considering student awareness of, and confidence in, their university's policies and responses to sexual assault and sexual harassment. As highlighted in each profile, the NSSS demonstrated a concerningly low level of student awareness of where to seek help or make a report in most universities.

This report does not attempt to assess or comment on the effectiveness of the initiatives listed in each profile. The existence of a policy or strategy does not necessarily indicate that a university's response to campus sexual violence is evidence-based or good practice or that particular initiatives are adequately staffed and resourced. The experience of students subjected to sexual violence in individual universities is the key factor in assessing individual university responses and requires further research. It is therefore disappointing that at the time of writing only 15 of Australia's 39 universities are publishing consolidated information about the disclosures or reports of sexual violence they receive and only three of the 39 universities who participated in the NSSS have made their detailed reports publicly available on their websites.

Timeline of key developments

2011	●	National Union of Students (NUS) <i>Talk About It</i> survey released
February 2015	●	<i>The Hunting Ground</i> premieres in the United States
August 2015	●	The Hunting Ground Australia Project (THGAP) commissions the Australian Human Rights Centre (AHRCentre) at UNSW to implement the <i>Strengthening Australian University Responses to Sexual Assault and Harassment Project</i>
September 2015	●	THGAP launched at Good Pitch ² Australia at Sydney Opera House
February 2016	●	NUS' <i>Talk About It 2015</i> survey released
	●	Universities Australia's (UA) <i>Respect. Now. Always.</i> campaign launched
	●	Campus screenings of <i>The Hunting Ground</i> at Australian universities commence
	●	The AHRCentre and the Australian Human Rights Commission establish a working group to assist with drafting the national university student survey of sexual assault and sexual harassment instrument. All 39 universities agree to participate in, and contribute funding to, the national university student survey to be conducted by the Commission.
August 2016	●	The Commission's <i>University Sexual Assault and Harassment Project</i> launched
Sep-Dec 2016	●	Roy Morgan on behalf of the Commission conducts first national student survey
January 2017	●	End Rape on Campus Australia's (EROC Australia) <i>Connecting the dots: Understanding sexual assault in university communities</i> report released
August 2017	●	The Commission's <i>Change the Course</i> report released
	●	UA's <i>Respect Now Always 10 Point Action Plan</i> released
	●	AHRCentre's <i>On Safe Ground: A Good Practice Guide for Australian Universities</i> report released
December 2017	●	The Commission's <i>Audit of university responses to Change the Course report – Audit 2017</i> published
January 2018	●	Tertiary Education Quality Standards Agency's (TEQSA) <i>Guidance Note: Wellbeing and Safety</i> published

February 2018	<ul style="list-style-type: none"> ● EROC Australia's <i>The Red Zone Report</i> released ● Joint campaign calling for the establishment of an independent expert led national taskforce to provide oversight and accountability of university responses to the systemic issue of sexual violence launched by Fair Agenda, THGAP, EROC Australia and the NUS
July 2018	<ul style="list-style-type: none"> ● UA's <i>Guidelines for University Responses to Sexual Assault and Sexual Harassment</i> released
August 2018	<ul style="list-style-type: none"> ● The Commission's <i>Audit of university responses to the Change the Course report Snapshot of progress: August 2018</i> published ● <i>Principles for Respectful Supervisory Relationships</i> by UA, National Tertiary Education Union, Council of Australian Postgraduate Associations Incorporated & Australian Council of Graduate Research released
January 2019	<ul style="list-style-type: none"> ● TEQSA's <i>Report to the Minister for Education: Higher education sector response to the issue of sexual assault and sexual harassment: An overview of Australian higher education provider responses to the issue of sexual assault and sexual harassment</i> published
February 2019	<ul style="list-style-type: none"> ● UA's partnership with Our Watch and the Victorian Government to deliver Respect and Equality Program announced ● TEQSA's <i>Guidance Note: Grievance and Complaint Handling</i> published
May 2019	<ul style="list-style-type: none"> ● The Commission's <i>Change the course – 18-month milestone</i> published
July 2020	<ul style="list-style-type: none"> ● TEQSA's <i>Good Practice Note: Preventing and responding to sexual assault and sexual harassment in the Australian higher education sector</i> published
October 2020	<ul style="list-style-type: none"> ● The Commission's <i>Change the course – three-year milestone</i> published
Sep-Nov 2021	<ul style="list-style-type: none"> ● Social Research Centre in partnership with Associate Professor Anastasia Powell of RMIT University undertake second student survey on behalf of UA
March 2022	<ul style="list-style-type: none"> ● 2021 National Student Safety Survey results released
July 2023	<ul style="list-style-type: none"> ● University Accord Panel's interim report, identifying university governance improvements to address staff and student safety as one of its five priority actions, released ● UA's <i>Sexual Harm Response Guidelines 2023</i> and <i>Primary Prevention of Sexual Harm in the University Sector – Good Practice Guide</i> released
August 2023	<ul style="list-style-type: none"> ● Cross-jurisdictional Working Group, to provide advice to Education Ministers on the immediate measures to improve student and staff safety and address genderbased violence in university settings, established
November 2023	<ul style="list-style-type: none"> ● UA's <i>Charter on Sexual Harm</i> released ● Draft Action Plan addressing gender-based violence in higher education released by Australian Education Ministers for further consultation



2017


Change the Course report

Conducted by Roy Morgan Research on behalf of the Australian Human Rights Commission in late 2016, the *National university student survey on sexual assault and sexual harassment* collated the responses of 30,930 students across all 39 Australian universities, representing an overall response rate of 9.7% of the issued sample.^[12] The survey's quantitative data was complemented by 1849 qualitative submissions.^[13]

The survey results were published in the *Change the Course* report, released in August 2017. Among the key national findings:

- ▶ **1.6% of students were sexually assaulted in a university setting^[14] in 2015 and/or 2016.^[15]**
The most common locations of student sexual assault were at a university or college residence social event (**21%**) with a further **10%** assaulted on university grounds (e.g. carpark, walkways, gardens) and **10%** at a university or college residence.^[16]
- ▶ **21% of students were sexually harassed in a university setting in 2015 and/or 2016.^[17]**
14% of the most recent incidents of sexual harassment occurred on university grounds; 14% in a university teaching space such as labs, tutorial rooms, lecture theatres and computer labs; and 8% in university social spaces.^[18]
- ▶ Further, some 22% students experienced technology-based sexual harassment in 2016, including repeated or inappropriate advances on email, social networking websites and internet chat rooms and sexually explicit emails or SMS messages.^[19]

- **Women, Aboriginal and Torres Strait Islander students, culturally and linguistically diverse students and international students, students with disability, and LGBTIQ students were more likely to experience sexual assault and sexual harassment.**^[20]
- Students participating in the survey reported that **men were overwhelmingly the perpetrators of both sexual assault (83%) and sexual harassment (71%).**^[21] Some 51% of students who were sexually assaulted in a university setting knew some or all of the perpetrators of the most recent incident, and among these 57% said that the perpetrator(s) of the most recent incident was a student from their university.^[22] Almost half (45%) of students who were sexually harassed in a university setting knew some or all of the perpetrators of the most recent incident and amongst these students 68% said that the perpetrator(s) of the most recent incident was a student from their university.^[23]
- 87% of students who were sexually assaulted in a university setting did not make a formal report or complaint to their university.^[24]
- 94% of students who were sexually harassed did not make a formal report or complaint to their university.^[25]
- The Commission's report highlighted negative experiences for students after disclosing incidents of sexual assault and sexual harassment to their university, including disbelieving or blaming the victim; breaches in confidentiality; a lack of support, such as being denied special consideration; or inappropriate responses to the disclosure, such as requiring students to undertake face-to-face mediation processes with the perpetrator.^[26]
- 79% of students who were sexually assaulted in a university setting did not seek support or assistance from their university following the most recent incident.^[27]
- 92% of students who were sexually harassed did not seek support or assistance.^[28]
- 62% of students had little or no knowledge about where they could go to formally report or make a complaint about an experience of sexual assault.^[29]
- 60% of students had little or no knowledge about where they could go to formally report or make a complaint about an experience of sexual harassment.^[30]
- Students had little or no knowledge about their university's policy on sexual assault (54%) or sexual harassment (52%).^[31]



2021 National Student Safety Survey

Commissioned by Universities Australia on behalf of its 39 member universities, the National Student Safety Survey (NSSS)^[32] was undertaken online from 6 September 2021 to 3 October 2021. The in-scope population for the survey was students studying at Australian universities aged 18 and over. A total of 43,819 students participated in the survey, for a completion rate of 11.6%.^[33] Due to pandemic restrictions at the time of the survey, 58.5% of survey participants were undertaking all of their classes online.^[34] The survey's quantitative data was complemented by 1835 qualitative submissions.^[35]

The NSSS results were released in March 2022. Among the key national findings:

- ▶ **In the preceding 12 months 1.4% of female students and 0.6% of male students had been sexually assaulted in a university context.**^[36] The most common locations students reported experiencing their most impactful incident of sexual assault in an Australian university context were on campus: clubs and societies events or spaces (25.8%) and student accommodation or residences (25.3%).^[37]
- ▶ **In the preceding 12 months 10.5% of female students, 14.7% of transgender students, 22.4% of non-binary students and 3.9% of male students had experienced sexual harassment in a university context.** Students who lived in student accommodation or residences (19%) were more likely to have experienced sexual harassment in the past 12 months.^[38]

- › Female students (41.8%), transgender students (42.9%) and students who were non-binary or identified as another gender (56.1%) were more likely to have experienced sexual assault in their lifetime than male students (14.1%).^[39]
- › Female students (10.5%), transgender students (14.7%) and non-binary students (22.4%) were more likely to have experienced sexual harassment in a university context in the past 12 months when compared with male students (3.9%).^[40] Sexually diverse, younger students aged 18-21 years and students with a disability were more likely to have experienced sexual harassment than other students.^[41]
- › For the majority of students reporting sexual assault, the most impactful incident they had experienced involved male perpetrator/s (85.7%). Some 65.7% said they knew some or all of the perpetrators and 58.8% said it was perpetrated by other students at their own university.^[42]
- › The majority of students (84.0%) reported that the most impactful incident of sexual harassment they had experienced involved male perpetrator/s. Some 50.7% said they knew some or all of the perpetrators and 60.7% said it was perpetrated by other students at their own university.^[43]
- › **Only 5.6% of students who had experienced sexual assault had made a formal report about their most impactful incident to their university.** Of those who reported, 47.5% said their university had explained the reporting or complaints process and 29.7% were satisfied with the process.^[44]
- › **Only 3.0% of students who had experienced sexual harassment had made a formal report about their most impactful incident to their university.** Of those who reported sexual harassment incident, 56.1% said their university had explained the reporting or complaints process and 41.3% were satisfied with the process.^[45]
- › Students most commonly sought support outside their university. Of those who had been sexually assaulted in a university context, 25.5% sought support or assistance within their university, while only 16.8% of students who had been sexually harassed in a university context sought support or assistance within their university.^[46]
- › Students knew nothing or very little about where they could seek support or assistance within the university for sexual assault (43.5%) or sexual harassment (46.7%).^[47]
- › Students knew very little or nothing about their university's policy on sexual assault (53.6%) or sexual harassment (51%).^[48]

Individual university profiles



Australian Catholic University (ACU)

Governing legislation: ACU is incorporated in Victoria as a public company, limited by guarantee: see Constitution of Australian Catholic University Limited

- › *Change the Course* (2017) [institutional report](#)^[49]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[50]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

ACU has a *Student Sexual Misconduct Prevention and Response Policy*^[51] and accompanying *Procedure*^[52] and a *Staff Sexual Misconduct* policy.^[53]

ACU's website states that the university has developed an action plan responding to the NSSS, which does not appear to be available, and that an inaugural Annual Report into Sexual Misconduct will be published in early 2024.^[54]

ACU students and staff, or members of the public, can make a disclosure or submit a formal report (potentially anonymously) about an incident of sexual assault or sexual harassment at any time, via an online form.^[55] ACU's website provides contact information for internal and external support services, including ACU's Safeguarding and Student Safety Team who offer support to those who have experienced or witnessed sexual assault or sexual harassment at ACU.^[56] ACU has also established a Safety Support Network with specially trained Safety Support Officers on each campus.^[57]

ACU has a Safeguarding and Student Safety Advisory Committee to oversee the implementation of activities and projects across ACU in relation to the prevention of, and response to, sexual assault and sexual harassment.^[58]

University's reports regarding sexual violence reports, disclosures and responses

ACU has published high-level data on reports and disclosures of sexual assault, sexual harassment, historical sexual assault or sexual harassment and family and domestic violence between 2019 and 2022 on its *Respect.Now.Always.* webpage.^[59]

Student knowledge of university support and reporting channels

57.4%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

52.2%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

61.1%



knew nothing or very little about where to go to **make a complaint about sexual assault**

48.4%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, ACU

The Australian National University (ANU)

Governing legislation: Australian National University Act 1991 (Cth)

- > *Change the Course* (2017) [institutional report](#)^[60]
- > *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[61]
- > *National Student Safety Survey* (NSSS) (2022) [detailed results](#)^[62]

University’s policies, reporting mechanisms, support services and governance addressing sexual violence

ANU has a *Sexual Misconduct Policy*,^[63] applying to staff and students, and a *Procedure: Sexual Misconduct Response (Student)*.^[64] In March 2022 ANU released the *Student Safety and Wellbeing Plan 2022-2023*^[65] The *ANU Sexual Violence Prevention Strategy 2019-2026* aims to create an ANU free from violence.^[66]

Sexual misconduct at ANU can be disclosed through online forms managed by Student Safety and Wellbeing case managers, with an option to provide a de-identified disclosure.^[67]

ANU has a three-pronged approach to sexual assault and sexual harassment response and support:^[68] (1) education and prevention, led by the Respectful Relationships Unit;^[69] (2) reporting, disclosures and case management, led by the Student Safety and Wellbeing team;^[70] and (3) institutional response and reporting.^[71]

A Student Safety and Wellbeing Committee monitors and advises ANU’s Council on the university’s management of matters concerning the safety and wellbeing of students including in addressing sexual assault and sexual harassment at the ANU.^[72]

University’s reports regarding sexual violence reports, disclosures and responses

ANU has published two *Sexual Misconduct Reports & Disclosures* reports, in March 2022^[73] and May 2023.^[74] The first report included data relating to the number of disclosures of sexual harassment and sexual assault; the age and gender of the person impacted; the relationship of the person impacted to ANU and their residence (on/off campus); the alleged perpetrator’s relationship to ANU and their gender. The time and location of the disclosed incident were noted. The second report includes a selection of this data. While the first report did not document ANU’s response to the disclosures, the 2023 report included tables detailing inquires pursued and penalties issued following a finding of misconduct as well as detailed information about university support accessed by complainants and respondents.

Student knowledge of university support and reporting channels

48.3%



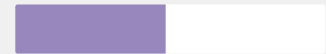
knew nothing or very little about where to go to **make a complaint about sexual harassment**

41.5%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

48.5%



knew nothing or very little about where to go to **make a complaint about sexual assault**

36.9%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, ANU

The University of Notre Dame

Governing legislation: University of Notre Dame Australia Act 1989 (WA)

- › [Change the Course \(2017\) institutional report](#)^[75]
- › [National Student Safety Survey \(NSSS\) \(2022\) infographic](#)^[76]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

The University of Notre Dame has a *Sexual Assault and Sexual Harassment* policy,^[77] and a procedure for *Disclosing Sexual Assault and Sexual Harassment*.^[78] Both documents apply to students and staff. The university also has an internal *Incident disclosure record and checklist*^[79] for staff, aimed at assisting the university to gather information about the incidence of sexual assault, sexual harassment and family and domestic violence within the university community.

Students who have experienced sexual assault or sexual harassment are encouraged to contact a University Respect Officer, available on each Notre Dame campus, who can provide information about formal reporting options and help students to access university and external support services.^[80]

The University of Notre Dame's most recent *Respect. Now. Always. Progress Report*, dated March 2022, notes that a Vice Chancellor's Advisory Committee for Addressing Sexual Assault and Sexual Harassment on Campus was established in October 2017.^[81] While the Committee appears to have operated for several years, it is unclear if it remains in place.

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on the University of Notre Dame's website.

Student knowledge of university support and reporting channels

44.2%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

38.6%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

47.1%



knew nothing or very little about where to go to **make a complaint about sexual assault**

34.3%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, University of Notre Dame

University of Canberra

Governing legislation: University of Canberra Act 1989 (ACT)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[82]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

The University of Canberra has a *Sexual Misconduct Policy*^[83] and *Procedure*,^[84] applying to both students and staff.

An incident of sexual assault, sexual harassment or sexual misconduct can be made (potentially anonymously) through the University of Canberra's generic Incident Reporting portal,^[85] via a UC Safe Community Report.^[86]

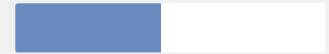
The university has a 'sexual violence information and resources' page on its website, including a link to internal and external support services.^[87]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on the University of Canberra's website.

Student knowledge of university support and reporting channels

47.0%



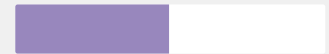
knew nothing or very little about where to go to **make a complaint about sexual harassment**

41.6%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

49.6%



knew nothing or very little about where to go to **make a complaint about sexual assault**

40.0%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, University of Canberra

Charles Sturt University (CSU)

Governing legislation: Charles Sturt University Act 1989 (NSW)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[88]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

CSU has a *Sexual Harm Prevention and Response Policy*,^[89] applying to members of the university community, and a *Sexual Harm Response Procedure – Students*.^[90]

Through its *Project Zero*, CSU is “aiming for zero cases of sexual assault and misconduct at Charles Sturt.”^[91]

CSU's Prevention and Support Specialist Program operates as the university's central point of inquiry for reporting of inappropriate, concerning, and threatening behaviour.^[92] CSU's 'report sexual misconduct' page on its website encourages students to make an appointment with a Prevention and Support Specialist to find out about the support and reporting options available inside and outside of the university.^[93] The appointment process involves the submission of an online form, with a response within 72 hours.^[94]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on the CSU's website.

Student knowledge of university support and reporting channels

50.1%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

47.9%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

53.4%



knew nothing or very little about where to go to **make a complaint about sexual assault**

45.0%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, CSU

Macquarie University

Governing legislation: Macquarie University Act 1989 (NSW)

- › *Change the Course* (2017) [institutional report](#)^[95]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[96]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

Macquarie University has a *Student Sexual Misconduct Prevention and Response Policy*^[97] and *Procedure*^[98] and a *Staff Sexual Harassment Prevention and Response Policy*^[99] and *Procedure*.^[100]

Macquarie University released its first action plan in August 2018.^[101] According to its website, its *Sexual Safety and Wellbeing Action Plan 2024-2026*, currently in draft form, will be launched in 2024.^[102]

Reports of inappropriate or unwanted behaviour including sexual harassment, sexual assault or gender-based harassment or violence, can be made anonymously through the university's reporting portal.^[103]

Macquarie has a Sexual Safety and Wellbeing Committee, led by the Vice-Chancellor, which oversees the universities' priorities and initiatives.^[104] It is supported by a Sexual Safety and Wellbeing Committee RNA Student Advisory Group.^[105]

University's reports regarding sexual violence reports, disclosures and responses

Macquarie University has published annual safety and behaviour reports since 2019-20. Its fourth report, for 2022-23, details basic information about number and types of reports received, complainant and person of concern demographics, but no information concerning the university's response to the reports.^[106]

Student knowledge of university support and reporting channels

45.0%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

41.1%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

47.4%



knew nothing or very little about where to go to **make a complaint about sexual assault**

38.7%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, Macquarie University

Southern Cross University (SCU)

Governing legislation: Southern Cross University Act 1993 (NSW)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[107]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

SCU has a *Sexual Misconduct (Prevention and Response) Policy*^[108] which applies to all members of the university community.

Reports of sexual assault or sexual harassment can be made to the university via two email addresses, complaints@scu.edu.au or studentsafety@scu.edu.au, or anonymously via 1800 numbers to the Student Safety, Support and Wellbeing Coordinator or SCU Counselling services.^[109]

SCU has a dedicated Student Safety, Support and Wellbeing Coordinator, who can provide advice and information about making a report and support with this process.^[110] SCU's website provides links to internal and external support services and information on supporting someone who has disclosed sexual violence.^[111]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on SCU's website.

Student knowledge of university support and reporting channels

55.0%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

50.4%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

58.7%



knew nothing or very little about where to go to **make a complaint about sexual assault**

47.3%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, SCU

University of New England (UNE)

Governing legislation: University of New England Act 1993 (NSW)

- › *Change the Course* (2017) [institutional report](#)^[112]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[113]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

UNE has a *Sexual Harm and Harassment Prevention and Response Policy*^[114] which asserts UNE's "zero tolerance approach to sexual harm and harassment." The policy applies to all students, staff and other UNE representatives.

Members of the UNE community who have been assaulted or have experienced threatening or inappropriate behaviour can reach out to the UNE Campus Safety and Security team or UNE Counselling service. Students can speak confidentially, and anonymously, to staff at the Student Grievance Unit. The UNE website provides guidance on 'what happens when you contact someone at UNE for support.'^[115] Staff and students can also lodge anonymous complaints 24/7 via the Grapevine service which is owned by an external organisation, Wise Workplace Investigations Pty Ltd.^[116]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on UNE's website.

Student knowledge of university support and reporting channels

49.4%



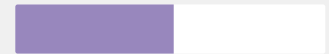
knew nothing or very little about where to go to **make a complaint about sexual harassment**

46.2%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

51.1%



knew nothing or very little about where to go to **make a complaint about sexual assault**

44.0%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, UNE

The University of Newcastle

Governing legislation: University of Newcastle Act 1989 (NSW)

- › *Change the Course* (2017) [institutional report](#)^[117]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[118]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

The University of Newcastle has a *Sexually Based Assault or Harassment Response Policy*, applying to students, staff, conjoints, volunteers, Council members and external members of university committees.^[119]

In response to the NSSS the university developed an *Action Plan for the Prevention of Sexual Assault and Sexual Harassment (SASH) at the University of Newcastle 2022-2025*.^[120]

Any student, staff or member of the public who has experienced or witnessed inappropriate, threatening or concerning behaviour including sexual assault or sexual harassment at Newcastle University's campuses, online platforms, or at an endorsed university activity can make a report to the university.^[121] Anonymous reports can be made via an online form^[122] or to the university's Campus Care team.^[123] The university's website provides links to Security at each campus and external support services.^[124]

The University of Newcastle's initiatives relating to sexual violence, under the university's governance, prevention and response frameworks, are guided by the Safe and Respectful Communities Advisory and Working Groups.^[125]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on the University of Newcastle's website.

Student knowledge of university support and reporting channels

46.6%



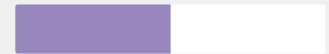
knew nothing or very little about where to go to **make a complaint about sexual harassment**

39.1%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

50.1%



knew nothing or very little about where to go to **make a complaint about sexual assault**

36.3%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, University of Newcastle

The University of Sydney

Governing legislation: University of Sydney Act 1989 (NSW)

- › *Change the Course* (2017) [institutional report](#)^[126]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[127]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

The University of Sydney has a *Student Sexual Misconduct Policy 2023*^[128] and accompanying *Procedures*^[129] and a *Staff Sexual Misconduct Policy 2023*^[130] and *Procedures*.^[131] Responding to concerns raised in the NSSS, the university in May 2023 launched a *Roadmap to prevention of sexual misconduct*.^[132]

An incident of sexual misconduct can be reported to the university by either a disclosure or a complaint, through an online form^[133] or by contacting the Safer Communities Office directly. The university provides information about the difference between disclosure or a complaint and explains how a report will be managed.^[134] The University of Sydney also has a dedicated helpline service which students can use to speak to the Safer Communities Office about any incident of sexual misconduct or sexual harassment they may have experienced.

The Safer Communities Office includes specialist staff members who can offer an immediate response and case management support to people that have experienced sexual misconduct.^[135] The university website provides links to internal and external supports services.

University's reports regarding sexual violence reports, disclosures and responses

In 2023 the University of Sydney published its first *Annual Report on Sexual Misconduct*, reporting on 2022 information.^[136] The report details the total and type of reports (including disclosures and complaints) received in 2022, information about the victim-survivor complainants and respondents and their relationship to the university, and high-level complaint outcomes.

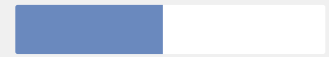
Student knowledge of university support and reporting channels

55.1%



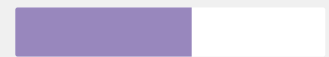
knew nothing or very little about where to go to **make a complaint about sexual harassment**

47.6%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

56.9%



knew nothing or very little about where to go to **make a complaint about sexual assault**

47.3%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, University of Sydney

University of Technology Sydney (UTS)

Governing legislation: University of Technology Sydney Act 1989 (NSW)

- › *Change the Course* (2017) [institutional report](#)^[137]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[138]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

UTS has a *Sexual Harm Prevention and Response Policy* covering students, staff and affiliates.^[139] This policy, and the *Equity, Inclusion and Respect Policy*^[140] and the *Student Rights and Responsibilities Policy*,^[141] all articulate UTS' "zero tolerance commitment towards sexual harm." UTS has a *Respect. Now. Always. Strategic Framework*.^[142]

UTS students can lodge an online report of sexual harm via the UTS Counselling Service.^[143] The university's website provides information about what to expect when making such a report.^[144] UTS has a 1800 sexual harm support line and has a webpage detailing internal external support services.^[145]

The UTS Vice-Chancellor established the Preventing Sexual Assault and Sexual Harassment Working Group in 2017, chaired by the Provost.^[146] In accordance with UTS' *Sexual Harm Prevention and Response Policy*, a *Respect. Now. Always. Steering Committee* is established by the Provost, "to ensure collaboration and continued learning from the university's sexual harm prevention strategies and response mechanisms."^[147]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on UTS' website. However UTS did collate some data on sexual violence for what appeared to be *Government Information Public Access (GIPA) Act 2009* (NSW) requests on two occasions, suggesting that the data is internally available.^[148]

Student knowledge of university support and reporting channels

41.0%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

36.0%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

42.3%



knew nothing or very little about where to go to **make a complaint about sexual assault**

29.2%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, UTS

University of Wollongong (UoW)

Governing legislation: University of Wollongong Act 1989 (NSW)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[149]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

UoW has a *Sexual Harm Response Policy*,^[150] which applies to current, recent or historic incidents and disclosures by any member of the UoW community. The policy includes a *Sexual Harm Response Policy Guidance Flowchart*. UoW also has a *Sexual Harassment Prevention Policy*.^[151] The university has a *Safe and Respectful Communities Action Plan*, adapted from the Our Watch and Universities Australia's Educating for Equality Action Plan template.^[152]

UoW's Safe and Respectful Communities (SARC) is responsible for leading the university's work to prevent violence, abuse and harassment from occurring on its campuses, and for supporting students who have witnessed or experienced sexual assault or harassment.^[153] Incidents can be reported to UoW's SARC team or anonymously through the university's Complaints Management Centre.^[154]

UoW established a Safe and Respectful Communities Advisory Group to provide advice directly to the Vice-Chancellor following the *Change the Course* report. The Advisory Group is supported by the Safe and Respectful Communities Working Party who have responsibility for implementing the Vice-Chancellor approved recommendations of the Advisory Group.^[155] Membership of the Advisory Group includes two student representatives.

University's reports regarding sexual violence reports, disclosures and responses

In August 2023, in response to NSSS findings, UoW published *Safe and Respectful Communities: 2023 Annual Report: Sexual Harm Response and Prevention*.^[156] Part 3 of the report includes high level information on reports and disclosures of sexual and other harms. The report includes information on sexual misconduct investigations and disclosures in 2021 and 2022.

Student knowledge of university support and reporting channels

53.9%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

48.0%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

55.9%



knew nothing or very little about where to go to **make a complaint about sexual assault**

45.2%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, UoW

University of New South Wales (UNSW)

Governing legislation: University of New South Wales Act 1989 (NSW)

- › [Change the Course \(2017\) institutional report](#)^[157]
- › [National Student Safety Survey \(NSSS\) \(2022\) infographic](#)^[158]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

UNSW has a *Sexual Misconduct Prevention and Response Policy*^[159] applying to UNSW students, staff and affiliates of UNSW. In June 2022 UNSW released its *STOP. EMPOWER. SUPPORT. UNSW Gendered Violence Strategy & Action Plan 2022-25*,^[160] co-designed with students and staff and informed by the results of the NSSS and the Australian Human Rights Commission's *Respect@Work* report.^[161]

Sexual violence reports can be made anonymously via UNSW's Case IQ Portal.^[162] UNSW's Conduct and Integrity Office has produced a detailed guide on "important things to know if you are affected by sexual misconduct or gendered violence while at UNSW."^[163]

The UNSW webpage provides information on internal and external support services.^[164]

A UNSW Gendered Violence Steering Committee, led by the Vice-Chancellor and established in July 2022 to oversee the implementation of the *Gendered Violence Strategy & Action Plan*, has been disbanded and replaced with a Subject Matter Expert Reference Group and Student Reference Group.^[165]

University's reports regarding sexual violence reports, disclosures and responses

UNSW has published three annual reports outlining UNSW's efforts to prevent and respond to gendered violence.^[166] The reports include detailed data relating to reporting numbers, who the reporter was and the type of report (including sexual assault, sexual harassment, indecent assault, online behaviours). Details of the incident (when/where occurred), person affected and their relationship to the alleged person responsible are recorded. UNSW's response, including services accessed, support and action requested, particulars of investigations and disciplinary actions including timeframes for resolution, are detailed.

Student knowledge of university support and reporting channels

52.0%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

49.3%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

54.0%



knew nothing or very little about where to go to **make a complaint about sexual assault**

45.9%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, UNSW

Western Sydney University (WSU)

Governing legislation: Western Sydney University Act 1997 (NSW)

- › [Change the Course \(2017\) institutional report](#)^[167]
- › [National Student Safety Survey \(NSSS\) \(2022\) infographic](#)^[168]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

WSU has a *Sexual Harassment Prevention Policy*^[169] applying to all members of the university community including staff, students, contractors and visitors. WSU also has a *Sexual Misconduct Prevention and Response Policy* applying to students, staff and affiliates of WSU.^[170] Including a *Student Flowchart*^[171] and *Staff Flowchart*^[172] detailing reporting procedures, the *Sexual Misconduct* policy outlines the responsibilities of university staff in responding to reports and provides direction for the university when responding to all allegations of sexual offences.

Reports of sexual assault and sexual harassment can be made by members of the WSU community to the university's Complaints Resolution Unit via WSU's Sexual Offences Reporting Portal.^[173] WSU's website provides contacts for university and external supports.^[174]

WSU's Vice-Chancellor chairs the university's Respectful Relationships Taskforce, tracking WSU's primary prevention initiatives.^[175] In addition, WSU has a Vice-Chancellor's Gender Equity and Respectful Relationships Advisory Committee, an advisory body to the Vice-Chancellor on (amongst other issues) the "promotion of positive relationships, respect and equality, including ensuring each of the University's campuses are free from sexual harassment and sexual assault."^[176]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on Western Sydney University's website.

Student knowledge of university support and reporting channels

49.7%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

47.9%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

55.2%



knew nothing or very little about where to go to **make a complaint about sexual assault**

46.4%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, WSU

Charles Darwin University (CDU)

Governing legislation: Charles Darwin University Act 2003 (NT)

- › *Change the Course* (2017) [institutional report](#)^[177]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[178]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

CDU has a *Sexual Exploitation, Abuse and Harassment Prevention Policy*.^[179]

Reports of sexual assault, sexual harassment or other harm, can be reported (potentially anonymously) via CDU's online portal.^[180] The university's website provides some information about what happens with a report and links to internal and external support services.^[181]

CDU Contact Officers are the first point of contact for students and staff experiencing discrimination, harassment or bullying. They provide counselling and information to enable students and staff to make informed decisions on how to deal with their concern, including making a formal complaint.

CDU has a *Respect. Now. Always. Campaign Committee* with responsibility for overseeing strategic planning for mitigation of sexual assault and harassment at the university, amongst other tasks.^[182]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on the Charles Darwin University's website.

Student knowledge of university support and reporting channels

50.8%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

48.6%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

53.3%



knew nothing or very little about where to go to **make a complaint about sexual assault**

43.4%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, CDU

Bond University

Governing legislation: Bond University Act 1987 (Qld)

- › *Change the Course* (2017) [institutional report](#)^[183]
- › *National Student Safety Survey* (NSSS) (2022) *infographic not available*
- › *National Student Safety Survey* (NSSS) (2022) [institutional data](#)^[184]

University’s policies, reporting mechanisms, support services and governance addressing sexual violence

Bond University has a *Sexual Harm Policy*^[185] which applies to all members of the “Bond Community” as defined in the policy. The *Safety Respect Care Consent – Bond University Student Support Strategy*^[186] is supported by the university and the Bond University Student Association.

Bond University encourages victims, bystanders and support people to report any incidents of sexual harm.^[187] The university has a reporting form^[188] which is directed to a confidential email address for further action.^[189] The university’s website provides information about what occurs following a report, and support services available.^[190]

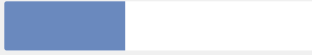
The Vice Chancellor established a dedicated Taskforce into Sexual Assault and Sexual Harassment, comprising students, staff, and alumni, in response to the *Change the Course* report and the NSSS. The *Final Report on the Taskforce Action Plan* was published in November 2023.^[191]

University’s reports regarding sexual violence reports, disclosures and responses

Bond University published a *Report on Bond University’s response to Sexual Harm 2022*^[192] which includes high level data on reporting on disclosures and formal reports of alleged sexual harassment and alleged sexual assault in 2022.

Student knowledge of university support and reporting channels

39.0%



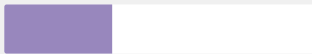
knew nothing or very little about where to go to **make a complaint about sexual harassment**

34.8%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

40.6%



knew nothing or very little about where to go to **make a complaint about sexual assault**

33.5%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS data, Bond University^[193]

CQUniversity Australia (CQU)

Governing legislation: Central Queensland University Act 1998 (Qld)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[194]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

CQU has a *Sexual Harassment Policy and Procedure*^[195] applying to alleged sexual harassment by or to CQUniversity employees, Council and Committee members, visitors and contractors who are engaged in university related activities either on university property or off campus.

CQU has a Safer Communities website detailing supports for student safety and wellbeing but does not appear to have a clear reporting pathway for incidents of sexual assault or sexual harassment.^[196] An online portal for reporting confidential incidents, managed externally to the university, can be accessed through the CQU's Hazard and Incident Reporting website.^[197]

CQU had a *Respect. Now. Always. Action Plan 2017-2020*.^[198] Following the NSSS, CQU pledged to "convening a university-wide working group that will be responsible for developing and implementing a new whole-of-university Action Plan that will address these findings"^[199] however this Action Plan does not appear to be available on the university's website.

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on CQU's website.

Student knowledge of university support and reporting channels

44.1%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

41.5%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

47.4%



knew nothing or very little about where to go to **make a complaint about sexual assault**

39.0%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, CQU

Griffith University

Governing legislation: Griffith University Act 1998 (Qld)

- › *Change the Course* (2017) [institutional report](#)^[200]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[201]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

Griffith University has a policy on *Sexual Harm Prevention and Response*,^[202] covering all members of the university community, and a *Student Reports of Bullying, Harassment, Discrimination and Sexual Harm Procedure*.^[203]

The university provides anonymous and identified options to report or disclose sexual harm online, with information and flowcharts on its website about the different pathways offered.^[204] Processes to make an online disclosure or formal report require a university log-on.

Griffith University's Safe Campuses initiative aims to promote a safe and respectful university community by increasing knowledge and awareness of gendered and sexual violence.^[205] The Safe Campuses website provides information and links to internal and external supports available to staff and students.^[206]

A Safe and Respectful Communities Working Group, chaired by the Provost, was established in 2023.^[207] The working group will include student representatives and experts from Student Life, Student Safety and Wellbeing, Health Safety and Wellbeing and other relevant areas across the University and be responsible for overseeing the implementation of policy and other university-wide initiatives, and monitors outcomes.^[208]

University's reports regarding sexual violence reports, disclosures and responses

Griffith University has produced periodical updates outlining the university's progress towards the prevention of and response to gendered violence and sexual harm.^[209] The university's *Safe Campuses Annual Report 2023*^[210] includes high level reporting data for sexual assault and sexual harassment between 1 September 2022 and 31 August 2023 and comparative data back to 2018-19. The report also includes information about support pathways provided to students and staff. While noting that "Just over a third of sexual harm reports were referred to a student misconduct or staff process for investigation," the report does not include any information about the outcome of these investigations or actions taken by the university in response.

Student knowledge of university support and reporting channels

56.9%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

53.9%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

60.2%



knew nothing or very little about where to go to **make a complaint about sexual assault**

49.7%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, Griffith University

James Cook University (JCU)

Governing legislation: James Cook University Act 1997 (Qld)

- › [Change the Course \(2017\) institutional report](#)^[211]
- › [National Student Safety Survey \(NSSS\) \(2022\) infographic](#)^[212]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

JCU has a *Bullying, Discrimination, Harassment, and Sexual Misconduct Policy*^[213] and a *Sexual Misconduct Procedure*^[214] both applying to all members of the JCU community. JCU has a *Statement of Commitment to the Elimination of Sexual Harassment and Sexual Assault* on its website.^[215]

JCU's Sexual Harassment and Sexual Assault webpage^[216] provides different links to information about making a report^[217] or making a complaint.^[218] An incident of sexual assault or sexual harassment can be reported to JCU, potentially anonymously, via an online portal.^[219] While the JCU website provides information explaining the difference between making a report and making a complaint there is no link to make a complaint and it is unclear from these webpages how a complaint about sexual assault or sexual harassment is made to JCU. While JCU's Feedback and Complaints webpage^[220] provides a link to an online form for general student complaints (requiring a university log on) it states that reports for sexual assault or sexual harassment should be made according to the *Sexual Misconduct Procedure*.

JCU's Sexual Misconduct Officers provide a single point of contact for a person who has been subject to sexual assault or sexual harassment, or to a manager or person supporting that person.^[221] The JCU website provides information for finding support, whether a person has been subjected to sexual violence, or is supporting a person affected, as well as guidelines for responding to disclosures.^[222]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on JCU's website.

Student knowledge of university support and reporting channels

37.1%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

33.4%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

38.3%



knew nothing or very little about where to go to **make a complaint about sexual assault**

29.8%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, JCU

Queensland University of Technology (QUT)

Governing legislation: Queensland University of Technology Act 1998 (Qld)

- › *Change the Course* (2017) [institutional report](#)^[223]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[224]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

QUT has a *Sexual Harassment and Sexual Assault Policy*,^[225] which applies to all members of the QUT community, and related *Resolution Procedures for Sexual Harassment, Sexual Assault and Discrimination Related Complaints*.^[226] QUT had a *Student Sexual Assault and Sexual Harassment Action Plan: Prevention, Support and Reporting 2021-2023*.^[227]

According to its Safety on Campus webpage, members of the QUT community who have experienced or witnessed sexual harassment, assault or problematic behaviour can make a disclosure to any QUT staff member or to QUT's Harassment and Discrimination Advisers.^[228] To make a formal complaint, the Safety on Campus webpage recommends contacting a Harassment and Discrimination Adviser^[229] or submitting a complaint via QUT's online student and staff complaint of discrimination or harassment form^[230] which then directs disclosures relating to sexual assault and sexual harassment to complete the *Sexual Harassment and Sexual Assault Disclosure Form*.^[231] While the Safety on Campus webpage distinguishes between disclosures and complaints, these terms are used interchangeably in the *Sexual Harassment and Sexual Assault Disclosure Form*.

QUT's website has links to more information for students and staff about QUT initiatives and where to report or find support, as well as prevention training opportunities, on webpages requiring university log-ons.^[232]

QUT's Student Sexual Assault and Sexual Harassment Reference Group was established in late 2017 and re-established with new membership in 2021.^[233] It is unclear whether it remains in operation.

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on QUT's website.

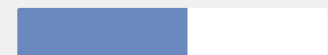
Student knowledge of university support and reporting channels

58.4%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

54.9%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

60.7%



knew nothing or very little about where to go to **make a complaint about sexual assault**

51.4%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, QUT

The University of Queensland (UQ)

Governing legislation: University of Queensland Act 1998 (Qld)

- > *Change the Course* (2017) [institutional report](#)^[234]
- > *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[235]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

UQ has *Sexual Misconduct Prevention and Response – Policy*^[236] and separate *Sexual Misconduct Prevention and Response Procedures* for students^[237] and staff.^[238] UQ has also published a *Strategic Framework and Action Plan for Sexual Misconduct Prevention and Response* which outlines UQ's approach to preventing sexual misconduct, as well as providing appropriate support to the survivors of sexual assault or harassment.^[239]

UQ has an online portal where anonymous disclosures of sexual misconduct can be made.^[240] This mechanism puts a survivor or third-party complainant in contact with a member of UQ's Sexual Misconduct Support Unit (SMSU), who can provide information about reporting options.^[241] UQ provides a student reporting flowchart on their website, to guide students in support and reporting options.^[242]

The SMSU provides support to survivors of sexual assault and harassment regardless of when or where the violence occurred. Students who are survivors of sexual assault, abuse or harassment can receive unlimited support from the SMSU for the duration of their studies at UQ, regardless of whether they wish to make a report.^[243]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on UQ's website.

Student knowledge of university support and reporting channels

47.9%



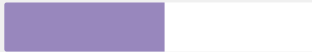
knew nothing or very little about where to go to **make a complaint about sexual harassment**

42.6%



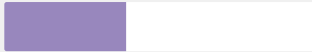
knew nothing or very little about where to **seek support or assistance for sexual harassment**

51.7%



knew nothing or very little about where to go to **make a complaint about sexual assault**

39.3%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, UQ

University of Southern Queensland (UniSQ)

Governing legislation: University of Southern Queensland Act 1998 (Qld)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[244]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

UniSQ has a *Prevention of Discrimination, Bullying, Harassment and Sexual Misconduct Policy*^[245] that applies to all students and university members while they are, or have been, engaged in university-related activities on campus, off campus or in the digital environment. The *Prevention of Discrimination, Bullying and Harassment Procedure*^[246] covers sexual harassment but other forms of sexual misconduct are not mentioned. *Guidelines for responding to disclosures of sexual assault* are available on the Safer Communities' webpage but do not appear to be linked to the university's policy framework.^[247] UniSQ has a *Safer Communities Action Plan 2023-2025*.^[248]

Members of the university community who have experienced sexual assault or sexual harassment are encouraged to "share a concern" (potentially anonymously) via a generic online portal administered by UniSQ's Safer Communities and Student Wellbeing teams.^[249] A formal complaint can also be made directly to the Grievance Resolution Unit via an online form.^[250] UniSQ's website states that the Grievance Resolution Unit will refer these complainants to Safer Communities, which includes specially trained and experienced staff to support those of have experienced sexual violence, for support.^[251]

UniSQ's website includes links to internal and external support services for those subjected to sexual violence, those supporting someone who has experienced sexual assault or sexual harassment and those accused of sexual assault or sexual harassment.^[252]

According to the *Safer Communities Action Plan*, the Safer Communities Reference Committee (SCRC) oversees the implementation of the Action Plan. The SCRC meets quarterly and reports to the University Safety Committee, through the Student Portfolio Safety Committee.^[253]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on UniSQ's website.

Student knowledge of university support and reporting channels

46.1%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

44.1%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

48.8%



knew nothing or very little about where to go to **make a complaint about sexual assault**

42.6%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, UniSQ

University of the Sunshine Coast (UniSC)

Governing legislation: University of the Sunshine Coast Act 1998 (Qld)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[254]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

UniSC has a *Sexual Assault, Sexual Harassment and Respectful Relationships (Students) – Governing Policy*^[255] and *Sexual Assault, Sexual Harassment and Respectful Relationships (Students) – Procedures*.^[256] The university has a *Sexual Assault and Sexual Harassment (SASH) Action Plan 2023-25*^[257] and in 2023 provided a Progress Update against the Plan.^[258]

UniSC provides a single point of contact to report (potentially anonymously) an incident of sexual assault or sexual harassment or seek support.^[259] Information provided in the online form is sent to the Safer Communities team, a Student Wellbeing service offering free and confidential support to students who may have experienced or observed behaviour that could cause fear, offence or trauma.^[260] The UniSC website has a dedicated webpage detailing internal and external support available for sexual assault and sexual harassment.^[261] The website also has a dedicated page outlining what to expect once contacting UniSC about sexual assault or sexual harassment, and what happens following a formal complaint to the university.^[262]

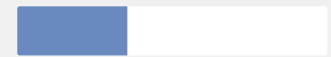
UniSC established a Sexual Assault and Sexual Harassment (SASH) Taskforce following the *Change the Course* report.^[263] Its current SASH Prevention and Response Taskforce is chaired by the Pro Vice-Chancellor (Students) and includes student and staff representation from across UniSC. The Taskforce is responsible for implementing the *SASH Action Plan* including decision-making, monitoring and evaluation of actions and meets regularly to review and update USC's approach in responding to instances of sexual assault and sexual harassment.^[264]

University's reports regarding sexual violence reports, disclosures and responses

UniSC has published a *2022 Student Sexual Assault and Sexual Harassment Report Data* detailing high level information about reports of sexual violence and outcomes for calendar year 2022, noting that "all reporting students elected to informal resolution or support only responses."^[265]

Student knowledge of university support and reporting channels

35.5%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

32.2%



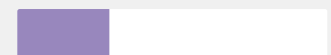
knew nothing or very little about where to **seek support or assistance for sexual harassment**

38.9%



knew nothing or very little about where to go to **make a complaint about sexual assault**

29.7%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, UniSC

Flinders University

Governing legislation: Flinders University Act 1966 (SA)

- › *Change the Course* (2017) [institutional report](#)^[266]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[267]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

Flinders University has *Sexual Harassment and Sexual Assault Prevention & Response Policy*^[268] applying to all members of the university community (as defined in the policy) when they are engaged in work- or study-related activities, at any location or online, including social activities occurring on campus. The policy is accompanied by *Procedures*.^[269] The university developed an Action Plan in response to the *Change the Course* report and provides regular update. The most recent, version 6, is dated February 2022.^[270]

Flinders University has a link on its website to report an incident of sexual harassment or sexual assault but emphasises that making a report does not initiate a complaint or automatically initiate an investigation.^[271] Rather it is the first step to access support and talk through options of how to proceed.^[272] These options include requesting the university to take protective or supportive action, and/or make a formal report to the university, and/or make an external report, for example to police.^[273] Alternatively a report can be made in person to the university's counsellors or student equal opportunity advisors in the Health, Counselling and Disability Service.^[274] The website provides information about how a report will be managed, how to support someone who has disclosed sexual assault or sexual harassment, and links to internal external support services.^[275]

Flinders University established an Advisory Body in response to the *Change the Course* report. Chaired by the Director Student Services, the February 2022 update to the Action Plan states that the Advisory Body is meeting regularly, with the Action Plan monitored and updated.^[276]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on Flinders University's website.

Student knowledge of university support and reporting channels

46.4%



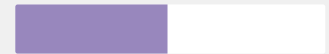
knew nothing or very little about where to go to **make a complaint about sexual harassment**

41.7%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

49.1%



knew nothing or very little about where to go to **make a complaint about sexual assault**

36.9%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, Flinders University

The University of Adelaide

Governing legislation: University of Adelaide Act 1971 (SA)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[277]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

The University of Adelaide has a *Sexual Misconduct Policy*^[278] applying to any report relating to sexual misconduct made by or about a member of the university community (defined as students, staff, titleholders, volunteers, visitors and contractors) associated with university related conduct as defined in the policy, including at or in connection with any university owned, managed, affiliated or branded student accommodation. The policy is accompanied by *Sexual Misconduct Response Procedures*.^[279]

The university's Sexual Respect website^[280] has a "make a report" link to the generic report center^[281] where a report about sexual misconduct (amongst other incidents) can be made (potentially anonymously) to the university's Integrity Unit.^[282] The report center website provides limited information about the process involved^[283] though the Integrity Unit's website provides more detail on how the university's policy and procedure operates.^[284] Students can also contact the university's Counselling Support or Student Care units for assistance in making a report to the university, or to have a confidential discussion about the process.^[285]

According to the university's policy, where the report is from a member of the university community, the university will provide appropriate information, support and assistance to the individual; where the conduct is about a member of the university community, the university will appropriately respond to the incident.^[286] According to the Integrity Unit's website, the Unit "reviews all reports of sexual misconduct and determines what action should be taken with complaints." A complaint will be actioned by facilitated resolution or investigation.^[287]

The university's Safer Campus Community website^[288] provides emergency contacts and links to internal and external supports, including the Sexual Assault and Sexual Harassment Information Network.^[289]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on the University of Adelaide's website. However the university did provide some data in a 2021 media statement.^[290]

Student knowledge of university support and reporting channels

47.0%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

42.3%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

50.0%



knew nothing or very little about where to go to **make a complaint about sexual assault**

37.5%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, University of Adelaide

University of South Australia (UniSA)

Governing legislation: University of South Australia Act 1990 (SA)

- › [Change the Course \(2017\) institutional report](#)^[291]
- › [National Student Safety Survey \(NSSS\) \(2022\) infographic](#)^[292]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

UniSA has a *Sexual Assault and Sexual Harassment Policy*^[293] which applies to members of the university community when engaged in university related activities occurring on and off campus, including university related social events, and activities which use online platforms and/or social media. The policy prominently states that "The University has zero tolerance for sexual assault and sexual harassment." It is accompanied by the *Sexual Assault and Sexual Harassment Procedure*.^[294]

UniSA has a specific online Sexual Assault & Sexual Harassment Form^[295] that can be used by UniSA students and staff to (potentially anonymously) report an incident of sexual assault or harassment. The form advises that complaints of sexual assault and sexual harassment are directed to the Executive Director: People, Talent and Culture and/or the Chief Academic Services Officer, depending on whether the incident relates to a student, a staff member, or a visitor on campus. The website includes a link to FAQs on reporting an incident online, including information about how a report will be handled by UniSA.^[296]

UniSA's Sexual Assault & Sexual Harassment webpage provides links to emergency, internal and external support services.^[297] The university has appointed a Specialist Counsellor (Sexual Assault and Sexual Harassment) to provide specialist support to students who have experienced sexual assault, as well as a Coordinator: SASH Prevention to provide specialist expertise and coordination of UniSA's prevention and response strategy.^[298]

According to reports provided to the Australian Human Rights Commission, UniSA established the Sexual Assault and Harassment (SASH) Steering Group in 2018.^[299] The UniSA website states that the SASH Steering Group "will meet in 2023 to review changes that have been implemented to reflect the findings of the NSSS and discuss how to continue improving our responses to sexual assault and sexual harassment"^[300] but no further information has been provided.

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on UniSA's website.

Student knowledge of university support and reporting channels

55.9%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

52.7%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

58.7%



knew nothing or very little about where to go to **make a complaint about sexual assault**

49.7%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, UniSA

University of Tasmania (UTAS)

Governing legislation: University of Tasmania Act 1992 (Tas)

- › [Change the Course \(2017\) institutional report](#)^[301]
- › [National Student Safety Survey \(NSSS\) \(2022\) infographic](#)^[302]
- › [National Student Safety Survey \(NSSS\) \(2022\) detailed results](#)^[303]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

The University of Tasmania does not have a stand-alone policy concerning sexual violence. The university's *Behaviour Policy*^[304] refers to "inappropriate behaviour" but sexual misconduct is not mentioned. Sexual misconduct (including sexual assault and sexual harassment) is included as an example of inappropriate behaviour in an appendix to the university's *Behaviour Procedure*.^[305] Behavioural expectations in the *Policy* apply to university community members when conduct occurred in specified circumstances including on property owned or occupied by the university or university-affiliated accommodation. The university's Respect. Now. Always. webpage includes links to *ACTION PLAN – Sexual Assault and Sexual Harassment as at 31 May 2020*^[306] and *Progress towards implementation of the recommendations from Change the Course (March 2022)*.^[307]

The 'How do I report sexual harassment or sexual assault?' webpage encourages those who have experienced or witnessed a sexual violence incident to contact the Safe and Fair Community Unit (SaFCU) for advice and guidance.^[308] The 'Raising concerns and complaints' webpage provides a link where a sexual assault or sexual harassment notification can be made via an online form.^[309]

The SaFCU's Wellbeing Officer provides a point of contact for students who have experienced, or suspect they may have experienced, sexual harassment or sexual assault.^[310]

A SASH Oversight Committee was established following the *Change the Course* report. It subsequently transitioned to an internal Safe and Fair Community Unit (SaFCU) Governance Group. UTAS reported in 2022 that the group consists of a number of senior university leaders, meets quarterly and reports to the Provost.^[311] It is unclear if the Governance Group remains in operation.

University's reports regarding sexual violence reports, disclosures and responses

In September 2023, "in the spirit of transparency," UTAS released high level data about the number of sexual assault and sexual harassment complaints it had received in 2019, 2020, 2021 and 2022.^[312]

Student knowledge of university support and reporting channels

50.3%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

47.1%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

53.6%



knew nothing or very little about where to go to **make a complaint about sexual assault**

45.7%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, UTAS

Deakin University

Governing legislation: Deakin University Act 2009 (Vic)

- › *Change the Course* (2017) [institutional report](#)^[313]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[314]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

Deakin University has a *Sexual Harm Prevention and Response Policy*^[315] which applies to students, staff and associates of the university, and to recent and/or historical sexual harm regardless of where an incident(s) has occurred, including off-campus or via online platforms. It is accompanied by the *Sexual Harm Response Procedure*.^[316] The university has a multi-year *Respect and Sexual Harm at Deakin 2021-2024 Plan*, with annual rolling action plans.^[317]

Deakin's Safer Community team has created a primary point of contact for disclosures or reports of sexual harm, and to be connected to free, confidential and professional support.^[318] Sexual harm can be reported (potentially anonymously) to the university via an online form for reports of concerning, inappropriate or threatening behaviour.^[319] Formal reports can also be made to Student Conduct at Deakin.^[320] The university's website provides information about the options available and what happens once a report is made to Safer Community.^[321]

The university's website pledges support to any member of the university community who has experienced sexual harm, whether those incidents "have happened recently or in the past, and regardless of the location (off campus, in a residence, online or on campus)."^[322] The university's website provides links to internal and external support services.^[323]

The Vice-Chancellor's Sexual Harm Prevention and Response Advisory Group oversees Deakin's sexual harm prevention and response programs of work.^[324]

University's reports regarding sexual violence reports, disclosures and responses

The *Deakin University Respect and Sexual Harm Prevention 2022 Annual Report*^[325] provides an overview of reports of sexual harm brought to the attention of the university in 2022. While the report does not provide further detail on the cases, due to the low number of reports (eight substantiated reports of sexual harm), it does note that the majority of outcomes imposed by the Sexual Harm Student Misconduct Committee in 2022 were educative (such as tailored education or training for the respondent student) in nature.

Student knowledge of university support and reporting channels

46.9%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

43.7%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

50.3%



knew nothing or very little about where to go to **make a complaint about sexual assault**

41.2%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, Deakin University

Federation University Australia

Governing legislation: Federation University Australia Act 2010 (Vic)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[326]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

Sexual harassment is considered at Federation University within their *Equal Opportunity and Valuing Diversity Guidelines*^[327] and *Discriminatory and Sexual Harassment Complaint Procedure*.^[328] Federation University also has a *Student Sexual Harm Procedure* which provides that "Sexual harm is inclusive of sexual harassment, sexual assault and behaviours that cause a sexual safety concern."^[329] The procedure applies to students as the person disclosing or reporting (who has experienced sexual harm), but not staff.

The university's Safer Campuses website provides a link to report or disclose, "if you have witnessed or experienced unacceptable or concerning behaviour."^[330] Students can disclose to Student Equity and Inclusion or Student Counselling, or report via a generic secure online portal.^[331]

The Safer Campuses webpage provides links to emergency and non-emergency assistance, and internal and external support services.^[332]

Federation University created a Respect Now Always Committee, chaired by the Deputy Vice Chancellor Academic, following the *Change the Course* report. The most recent Progress Report on the university's website is dated September 2020 so it is unclear if this Committee remains in operation.^[333]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on Federation University's website.

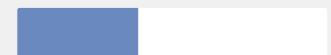
Student knowledge of university support and reporting channels

43.0%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

39.0%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

45.6%



knew nothing or very little about where to go to **make a complaint about sexual assault**

34.3%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, Federation University

La Trobe University

Governing legislation: La Trobe University Act 2009 (Vic)

- › *Change the Course* (2017) [institutional report](#)^[334]
- › *National Student Safety Survey (NSSS)* (2022) [infographic](#)^[335]
- › *National Student Safety Survey (NSSS)* (2022) [detailed results](#)^[336]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

La Trobe University has a *Sexual Harm Prevention and Response Policy*^[337] which applies to all university students, staff, volunteers, contractors, Council members and visitors in specified contexts including on a university campus, facility or on another property controlled by the university, such as student accommodation. Part F of the policy provides procedures for Sexual Harm Prevention and Management. The university has a *Sexual Harm Prevention and Response Action Plan 2023–2026*^[338] and has released a 2023 Action Plan update.^[339]

Students who have experienced sexual harm can disclose or report to Safer Community, a free, confidential support service.^[340] The university's website provides information explaining the difference between disclosing and reporting an experience as well as information about internal and external support and resources.^[341]

The Respect at La Trobe Taskforce, led by the Deputy Vice Chancellor (Students) and comprising staff and students from across the university, was established to provide strategic direction for the university "in developing prevention and elimination of sexual harm initiatives and ensuring appropriate responses to disclosures and reports."^[342] The Taskforce developed the university's *Action Plan*^[343] while an Action Plan Implementation Group will guide its implementation.^[344] Under the *Action Plan* the Implementation Group will report quarterly to the Campus Safety Group, chaired by the Vice-Chancellor, which will have long-term oversight of the *Action Plan*.^[345]

University's reports regarding sexual violence reports, disclosures and responses

In October 2023, La Trobe University released a status report, *Sexual Harm Prevention and Response 2022–2023*.^[346] The publication includes sexual harm data for 2022, including disclosures and formal reports, and details the nature of the reports, where incidents occurred and information about both the affected persons and respondents. The report includes high level information about investigations and outcomes, as well as the range of supports offered to students.

Student knowledge of university support and reporting channels

52.9%



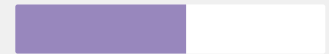
knew nothing or very little about where to go to **make a complaint about sexual harassment**

48.5%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

55.1%



knew nothing or very little about where to go to **make a complaint about sexual assault**

43.5%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, LaTrobe University

Monash University

Governing legislation: Monash University Act 2009 (Vic)

- › *Change the Course* (2017) [institutional report](#)^[347]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[348]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

The handling of sexual harm at Monash University currently appears to fall under several policies,^[349] in addition to the *Sexual Misconduct Response Procedure*.^[350] The university's *Sexual Harm Prevention and Response Annual Report 2022* states that the Procedure will be redeveloped in the first half of 2023, but this does not yet appear to be available.^[351] The *Sexual Misconduct Response Procedure* notes that the policy is under review and due for completion in 2024.

Reports and disclosures of sexual assault and sexual harassment are managed by Monash's Safer Community Unit (SCU) and can be made online (potentially anonymously) via the Monash website.^[352] The SCU has produced a *Sexual Assault Information Booklet* explaining disclosure and reporting options.^[353] The webpage outlines what happens after a report is submitted.^[354]

The SCU's multidisciplinary team of investigation and risk assessment specialists provides information, advice, support and referrals to support services within Monash.^[355] The webpage includes information and links to internal and external support services.^[356]

The Respect at Monash Committee (formerly known as the Respect. Now. Always. Advisory Committee) was established in 2017. Led by the Deputy Vice-Chancellor (Research) and Senior Vice-President (Chair) and including student representatives, it is responsible for overseeing the university's commitment to the prevention of gender-based violence on-campus. The Committee meets three times a year, or as required, and reports into the university's Equity, Diversity and Inclusion Committee.^[357]

University's reports regarding sexual violence reports, disclosures and responses

Since 2017, Monash University has published sexual assault and sexual harassment report data each February.^[358] Monash University's *Sexual Harm Prevention and Response Annual Report 2022* provides information about reports/disclosures of sexual harm incidents received by the SCU in 2022.^[359] It details sexual assault and sexual harassment reports/disclosures both on- and off-campus, their recency and whether they were reported to police or referred for disciplinary action. The report provides information about student and staff disciplinary outcomes in 2022, including some information about the respondents.

Student knowledge of university support and reporting channels

46.7%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

41.0%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

48.0%



knew nothing or very little about where to go to **make a complaint about sexual assault**

37.8%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, Monash University

RMIT University

Governing legislation: Royal Melbourne Institute of Technology Act 2010 (Vic)

- › *Change the Course* (2017) [institutional report](#)^[360]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[361]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

RMIT has a *Sexual Harm Prevention and Response Policy*^[362] applying to all students, all staff and associates within the RMIT Group and to all RMIT locations and premises, including but not limited to RMIT campuses, premises and facilities; RMIT owned, operated, affiliated or endorsed accommodation; and off-campus venues and virtual spaces in specified circumstances. It is accompanied by the *Sexual Harm Response Procedure*.^[363] RMIT also provides a guide detailing *Sexual Harm Explanations and Examples*.^[364] RMIT's commitment to the elimination of gendered violence is outlined in its *Addressing Gender-Based Violence Strategic Action Plan 2023-2027*.^[365]

RMIT offers a dedicated service, Safer Community, for students and staff to seek support about experiences of sexual harm and other concerning, unwanted, uncomfortable or threatening behaviour.^[366] Those impacted by sexual harm are encouraged to contact the specialist investigator and case manager in the Safer Community team to make a formal report to the university.^[367] The sexual harassment and assault webpage includes a video about reporting sexual harm at RMIT.^[368] There is an online Safer Community Support Request form providing the option to reach out to Safer Community anonymously.^[369]

The Safer Community has a link to health and wellbeing services and resources, including on-campus doctors and counsellors.^[370]

The Vice-Chancellor's Advisory Group for the Prevention of Gender-Based Violence is co-chaired by the Deputy Vice-Chancellor (Vocational Education) and Vice-President and the Associate Deputy Vice-Chancellor, Research Training and Development and has membership from senior staff in Australia and Vietnam, and student representatives.^[371] The Advisory Group is responsible for leading the development and implementation of RMIT's strategy on gender-based violence prevention.^[372]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on RMIT's website. The Respect at RMIT Progress Report 2017-2022 does not include any reporting data.^[373]

Student knowledge of university support and reporting channels

57.3%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

52.7%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

59.3%



knew nothing or very little about where to go to **make a complaint about sexual assault**

51.8%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, RMIT

Swinburne University of Technology

Governing legislation: Swinburne University of Technology Act 2010 (Vic)

- › *Change the Course* (2017) [institutional report](#)^[374]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[375]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

Sexual assault and sexual harassment are considered within the unacceptable behaviour section (part 5) of Swinburne University's *People, Culture and Integrity Policy*.^[376]

Reports of inappropriate, concerning or threatening behaviour can be made via an online form or by an email to the Safer Community team.^[377] The Safer Community team responds to queries 9am-5pm Monday–Friday but does not operate during public holidays and university shut down periods.^[378] A complaint about any inappropriate, concerning or threatening behaviour experienced or witnessed can be made via Swinburne's generic Complaints and Feedback mechanism.^[379] The website provides information about what occurs following either a report or complaint.^[380]

The university's sexual assault and sexual harassment webpage includes information and factsheets for students and staff about how to report and how to seek on- and off-campus support services and resources.^[381] Swinburne Student Life has advocacy officers offering free and confidential policy advice, support and guidance on academic issues, as well as advocacy assistance around complaints, grievances, appeals and misconduct hearings.^[382]

Swinburne University established a Respect Now Always Taskforce following the *Change the Course* report. While it was active in 2021^[383] it is unclear whether it remains in operation.

University's reports regarding sexual violence reports, disclosures and responses

Swinburne University has published high-level data on reports of sexual assault and sexual harassment, on and off-campus, from 2017 to 2023 on its Preventing sexual assault and sexual harassment webpage.^[384]

Student knowledge of university support and reporting channels

52.3%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

47.8%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

54.4%



knew nothing or very little about where to go to **make a complaint about sexual assault**

43.9%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, Swinburne University

The University of Melbourne

Governing legislation: University of Melbourne Act 2009 (Vic)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[385]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

Melbourne University has a *Sexual Misconduct Prevention and Response Policy*^[386] which applies to officers, employees and students of the university and its controlled entities; university employees and students working or living in residential colleges and halls of residence owned by the university; students of the university in the university's affiliated residential colleges, student clubs and societies and other individuals or organisations who have consented to apply and comply with all or part of this policy (including in a contract). Allegations of student sexual misconduct are considered in accordance with this policy and the *Student Conduct Policy*.^[387] The *Respect Action Plan 2023-24* sets out the university's four priorities to address sexual misconduct.^[388]

Sexual misconduct complaints about the behaviour of a student can be made to the Academic Registrar through the university's student complaints and grievances website^[389] or through the Speak Safely portal.^[390] The university also provides an anonymous register for students to record or report instances of inappropriate behaviour without making a formal complaint.^[391]

Safer Community Program (SCP) is a small multidisciplinary team with specialist expertise in sexual misconduct and associated issues, offering support and advice to members of the university community about inappropriate, concerning or threatening behaviour.^[392]

Strategic oversight of the *Sexual Misconduct Prevention and Response Policy* is provided by the Respect at Melbourne Committee, chaired by the Provost, established at the end of 2021. The Committee is supported by a Respect at Melbourne Reference Group, chaired by the Deputy Vice-Chancellor (People and Community), a new consultative forum comprising academic faculties, student organisations and affiliated colleges.^[393]

University's reports regarding sexual violence reports, disclosures and responses

The University of Melbourne has published two *Sexual Misconduct Annual Reports*, in May 2022^[394] and March 2023.^[395] The 2021 report includes data on complaints against staff of alleged sexual misconduct, investigative actions undertaken and outcomes including disciplinary decisions, as well as data of complaints against students and outcomes. The 2022 report includes more detailed data of these complaints.

Student knowledge of university support and reporting channels

56.5%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

51.5%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

59.3%



knew nothing or very little about where to go to **make a complaint about sexual assault**

46.5%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, University of Melbourne

Victoria University

Governing legislation: Victoria University Act 2010 (Vic)

- › *Change the Course* (2017) [institutional report](#)^[396]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[397]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

Victoria University has a *Sexual Assault Response Policy*^[398] and *Procedure*^[399] and a *Sexual Harassment Response Policy*^[400] and *Procedure*.^[401] The two policies apply to all staff across the university, in all domestic and offshore locations; all contractors and consultants performing work on university sites or on behalf of the university; all onshore and offshore students enrolled or registered in any university program; visiting academics, honorary, adjunct and exchange staff; the Council and its committees; and any volunteer in the workplace and study environment. Victoria University had a *Building Respectful Futures Together: Victoria University's Respect and Responsibility Preventing Gender-Based Violence Strategy 2021–2023*.^[402]

Concerns relating to sexual assault or sexual harassment can be reported anonymously to the university's Safer Community team, including through an online reporting form.^[403] The university provides a guide to what happens once a report is made.^[404]

Safer Community is the university's central point of enquiry, response and support for concerning, threatening or inappropriate behaviour, providing support at all stages of responding to complex and sensitive situations.^[405]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on Victoria University's website.

Student knowledge of university support and reporting channels

54.3%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

50.8%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

56.7%



knew nothing or very little about where to go to **make a complaint about sexual assault**

49.5%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, Victoria University

Curtin University

Governing legislation: Curtin University Act 1966 (WA)

- › *Change the Course* (2017) [institutional report](#)^[406]
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[407]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

Curtin University has a *Sexual Assault and Sexual Harassment Prevention Policy*^[408] which applies to the university community, including Council members, students, staff, university Associates, Curtin controlled entities, and all persons participating in university business or activities, including whether as a visitor, adjunct appointee, service provider, contractor or volunteer.

Sexual assault and sexual harassment reports can be made via a confidential online form (anonymous identification is optional) or to the Safer Community Team, which manages general safety issues and complex crisis issues such as physical and sexual assault.^[409] The university provides guidance for students^[410] and staff^[411] and information about what happens with a report.^[412]

In 2022, Curtin University established the Respect at Curtin Specialist Advisory Committee, incorporating and extending the activities of the former Respect. Now. Always. Steering Committee.^[413]

University's reports regarding sexual violence reports, disclosures and responses

Since July 2019, Curtin University has published four Respect. Now. Always. annual progress reports.^[414] The most recent report, dated July 2022, includes tables with high level data about the number and location of formal reports and disclosures of alleged sexual harassment and/or assault involving either staff or students at Curtin between 2018 and 2021.^[415]

Student knowledge of university support and reporting channels

55.6%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

51.7%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

58.6%



knew nothing or very little about where to go to **make a complaint about sexual assault**

49.6%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, Curtin University

Edith Cowan University (ECU)

Governing legislation: Edith Cowan University Act 1984 (WA)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[416]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

ECU has a *Sexual Assault and Sexual Harassment Policy*^[417] applying to all members of the university community and all current, recent and historical incidents of sexual assault and sexual harassment occurring while the member of the university community was engaged in an interaction or activity undertaken in the course of work, study, research, living or socialising that is associated with the university. ECU had a *Respect. Now. Always Plan*, created in 2017, which is now retired. According to ECU's website: "A review is currently underway to consider the development of a new suite of University-wide actions to proactively address issues around sexual assault and sexual harassment... [t]he review will also identify the most appropriate mechanism to monitor and report on progress against the new suite of actions."^[418]

ECU encourages students to report any incident of sexual assault or sexual harassment that they experience or witness on ECU campuses or at any ECU activities.^[419] Reports can be made to ECU Security or via an online form^[420] and can be made anonymously. ECU provides a reporting flowchart for students^[421] and guidance on how to support someone who discloses sexual violence.^[422]

ECU's website provides contacts for internal and external support services.^[423]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on ECU's website.

Student knowledge of university support and reporting channels

46.2%



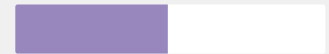
knew nothing or very little about where to go to **make a complaint about sexual harassment**

42.6%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

49.3%



knew nothing or very little about where to go to **make a complaint about sexual assault**

38.5%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, ECU

Murdoch University

Governing legislation: Murdoch University Act 1973 (WA)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[424]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

Murdoch University has a *Sexual Harm Policy*^[425] and accompanying *Procedure*.^[426] The policy applies to all members of the university community at any location, including but not limited to all physical and digital university environments, university facilities, practicum placements, student accommodation, conferences, field research, secondments, exchanges, transport, sport and recreational clubs, parties and other social functions on and off campus. Sexual harassment and assault are also covered by the *Security, Safety & Wellbeing Guidelines*.^[427] Murdoch University's approach to sexual violence from 2021 to 2023 was guided by the *Murdoch University – Respect Now Always Action Plan 2021-23*.^[428]

Any member of the university community can make a confidential disclosure of incidents by students or staff via an online form^[429] or through the Murdoch Safe app.^[430] Attachment C to the *Sexual Harm Procedure* provides a simplified overview of what happens occurs following a disclosure or report.^[431]

The university's website provides contacts for internal and external support services.^[432]

The Vice Chancellor's RNA (Respect Now Always) Advisory Group was established in 2017 and a student advisory group in 2021. According to the university's 2021-23 Action Plan, quarterly reviews by the Vice Chancellor's RNA Advisory Group "will continue to monitor progress, and report to relevant groups and committees within the University's governance structure."^[433]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on Murdoch University's website.

Student knowledge of university support and reporting channels

57.1%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

51.1%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

59.7%



knew nothing or very little about where to go to **make a complaint about sexual assault**

45.6%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, Murdoch University

The University of Western Australia (UWA)

Governing legislation: University of Western Australia 1911 (WA)

- › *Change the Course* (2017) institutional report *not available*
- › *National Student Safety Survey* (NSSS) (2022) [infographic](#)^[434]

University's policies, reporting mechanisms, support services and governance addressing sexual violence

UWA's *University Policy on Sexual Misconduct* (word document) is accessible via the Support for sexual harassment and assault webpage.^[435] The policy applies to the "entire university community" and some third-party partners, and to the "entire university" including university property; digital environments; university managed student accommodation; university managed employee accommodation; and university managed sporting and recreational clubs.

Incidents of sexual harm can be confidentially disclosed via a dedicated UWA email to the Student Wellbeing team, offering specialist staff to provide support regarding safety, academic, wellbeing and reporting options.^[436] Sexual assault and sexual harassment can be formally reported to the UWA Integrity and Standards Unit by submitting an online report (with an option to report anonymously).^[437] UWA's website provides contacts for internal and external support services^[438] and a guide for supporting a student someone who has experienced sexual assault or sexual harassment.^[439]

UWA's Safer Communities Working Group was established in 2016 in response to the *Change the Course* report. It comprises staff and students from across UWA, including College Row and the Student Guild. The Working Group is co-chaired by the Student Guild President and the Director of Student Life^[440] and has published annual reports on key achievements.^[441]

University's reports regarding sexual violence reports, disclosures and responses

As of January 2024, no consolidated data on sexual violence reports or disclosures can be located on UWA's website.

Student knowledge of university support and reporting channels

59.8%



knew nothing or very little about where to go to **make a complaint about sexual harassment**

55.8%



knew nothing or very little about where to **seek support or assistance for sexual harassment**

63.1%



knew nothing or very little about where to go to **make a complaint about sexual assault**

51.9%



knew nothing or very little about where to **seek support or assistance for sexual assault**

Source: NSSS infographic, UWA

Endnotes

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- 20 Durbach and Keith, *On Safe Ground*, *op cit*, 11.
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