

2021 Annual Report

Sexual Misconduct Prevention & Response

1 January – 31 December 2021

CONTENT WARNING

This report, and webpages it links to, contain information about sexual misconduct which may be triggering for victim-survivors. If you would like to speak to somebody for support or information, please contact university's [support services](#) or one of the national referral services:

- 1800RESPECT: 1800 737 732 or [1800respect.org.au](https://www.1800respect.org.au)
- Lifeline: 13 11 14 or [lifeline.org.au](https://www.lifeline.org.au)
- QLife: 1800 184 527 or [qlife.org.au](https://www qlife.org.au)
- MensLine Australia: 1300 789 978 or [mensline.org.au](https://www.mensline.org.au)
- Beyond Blue: 1300 22 4636 or [beyondblue.org.au](https://www.beyondblue.org.au)

About this report

UNSW is committed to the transparency of preventing and responding to reports of sexual misconduct. This report is intended to be made freely available on the UNSW website.

This is the second publicly available annual report on sexual misconduct prevention and response at UNSW.

Acknowledgements

This Report has been prepared by Semra Tastan, Project Manager, **UNSW Conduct and Integrity Office (CIO)**, and Tasch Arndt, Project Officer, CIO in the Division of Planning and Assurance.

The following staff are acknowledged for their considered review and input into this Report:

- **Professor Eileen Baldry**, Deputy Vice-Chancellor, Equity Diversity and Inclusion
- **Sexual Misconduct Risk and Review Group (SMRRG)** members including:
 - **Bronwyn Greene**, Director, CIO (Chair)
 - **Jan Breckenridge**, Head of School of Social Sciences and Convenor, Gendered Violence Research Network
 - **Ursula Brown**, Executive Officer, Division of Equity Diversity and Inclusion (EDI)
 - **Doug Nairn**, Head of Employee Relations
 - **Kim Pettigrew**, Legal Counsel
 - **Mailin Suchting**, Manager, Gendered Violence Research Network
 - **Tim Wong**, Gendered Violence Research Network
 - **Patrick Sheehy**, Complex Case Manager, CIO
 - **Jan (JH) Venter**, Psychology & Wellness
- **Farhana Laffernis**, Senior Diversity & Inclusion Officer, Division of EDI.
- **Belinda Meggitt**, Team Leader Health Promotions, Pro Vice-Chancellor Education & Student Experience Portfolio.
- **Angela Griffin**, EDI & Projects Coordinator, Arc.
- **Scarlett Ha**, Head of Clubs & Digital Solutions, Arc.

Contents

About this report

Acknowledgements

01 Background	1
02 2021 at a glance	2
03 Key achievements	3
04 Framework	4
05 Institutional responses	5
06 Prevention strategy	9
07 Reporting	21
08 2021 sexual misconduct reports	26
09 Support services	35
10 Key Priorities for 2022	40
11 Key terms	41
Appendix 1 – 2021 Data	43

About the Conduct and Integrity Office

The Conduct and Integrity Office (CIO) sits within the Division of Planning & Assurance. CIO supports UNSW's position as Australia's global university in research and educational excellence by ensuring that the principles of respect and integrity underpin the pursuit of knowledge at the University.

CIO manages:

- Prevention & outreach initiatives.
- Student conduct & integrity.
- Student complaints.
- Research integrity.
- Sexual misconduct response.
- Reports of Wrongdoing including Corrupt Conduct.
- External complaints.
- Complaints management system & reporting.

For further information contact: cio@unsw.edu.au

01 | Background

Talk about it

Decades of international and national advocacy by students have brought recognition that sexual harassment and sexual assault are common experiences for university students. The release of the 2017 Australian Human Rights Commission Report *Change the Course*, provided an empirical basis for more targeted, ongoing activities, directed at addressing and preventing sexual assault and sexual harassment at UNSW.

Important actions and responses to date include:

- 2015: National Union of Students [Talk About It](#) student survey highlights dissatisfaction with Australian university responses to sexual misconduct.
- 2015: Australian release of the US documentary [The Hunting Ground](#) with UNSW one of the first to screen it.
- 2016: UNSW release of [On Safe Ground: Strengthening Australian university responses to sexual assault and harassment – A Good Practice Guide for Australian Universities](#) and [Local Perspectives: A case study on responses to sexual violence in a university setting](#).
- 2016: At the request of Australia's 39 universities via peak body Universities Australia, the Australian Human Rights Commission (AHRC) conducted a national, independent survey of university students to gain greater insight into the nature, prevalence and reporting of sexual harassment and sexual assault at Australian universities.
- 2016: Universities Australia [Respect. Now. Always](#) initiative: a sector-wide program aims to prevent sexual violence in university communities and improve universities response to those affected.
- 2017: the AHRC delivers [Change the Course](#), the National Report on Sexual Assault and Sexual Harassment at Australian Universities, which outlines the Commission's findings on the prevalence and nature of sexual assault and sexual harassment at all Australian universities.
- 2019: Tertiary Education Quality and Standards Agency (TEQSA) report to the Minister for Education on the sector response to the issues of sexual assault and sexual harassment.
- 2020: [Respect@Work](#), the Australian Human Rights Commission's report of the National Inquiry into Sexual Harassment in Australian workplaces.
- 2021: Universities Australia and Our Watch release [Educating for Equality](#). A model to address gender-based violence at, and through, Australian universities.
- 2021: Universities Australia (UA) commission the Social Research Centre to conduct the [National Student Safety Survey](#) (NSSS) with 39 Australian participating universities. Results were released in March 2022.



02 | 2021 at a glance

There is no place for Sexual Misconduct at UNSW



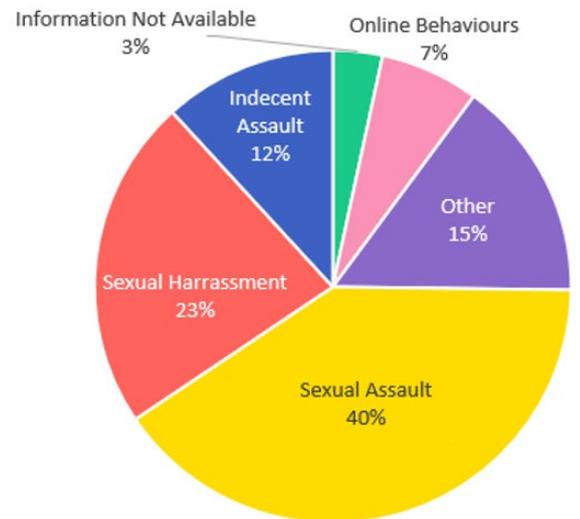
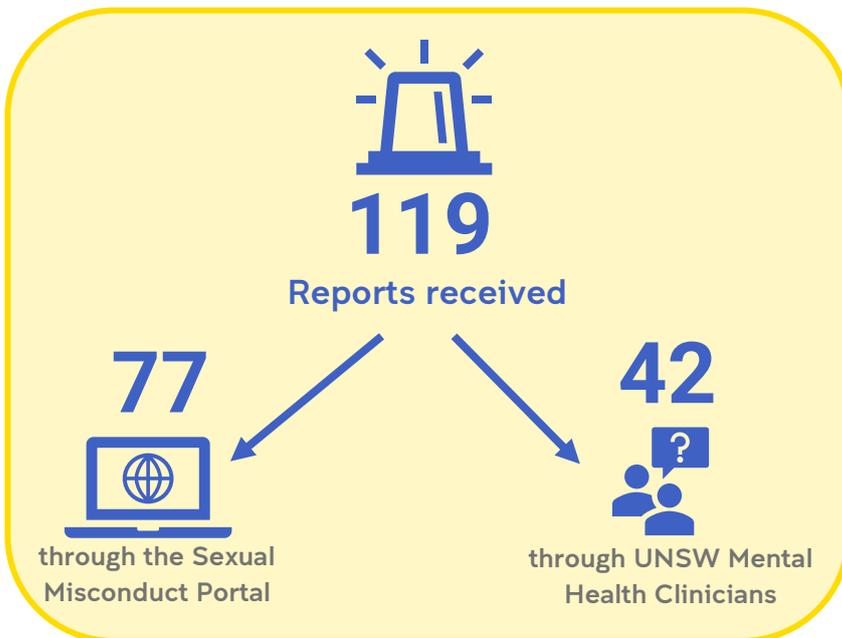
Go8 Sexual Misconduct Working Group established



1,486
UNSW students participated in the National Student Safety Survey (NSSS)



4
Reports were investigated by the CIO & HR



63% of Reports involved Sexual Assault and Sexual Harassment (self-reported)



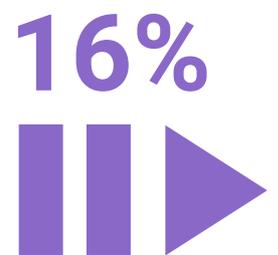
31%
of sexual misconduct incidents occurred on campus including 19% in UNSW accommodation



24%
of reporters requested confidential contact to discuss options following a report



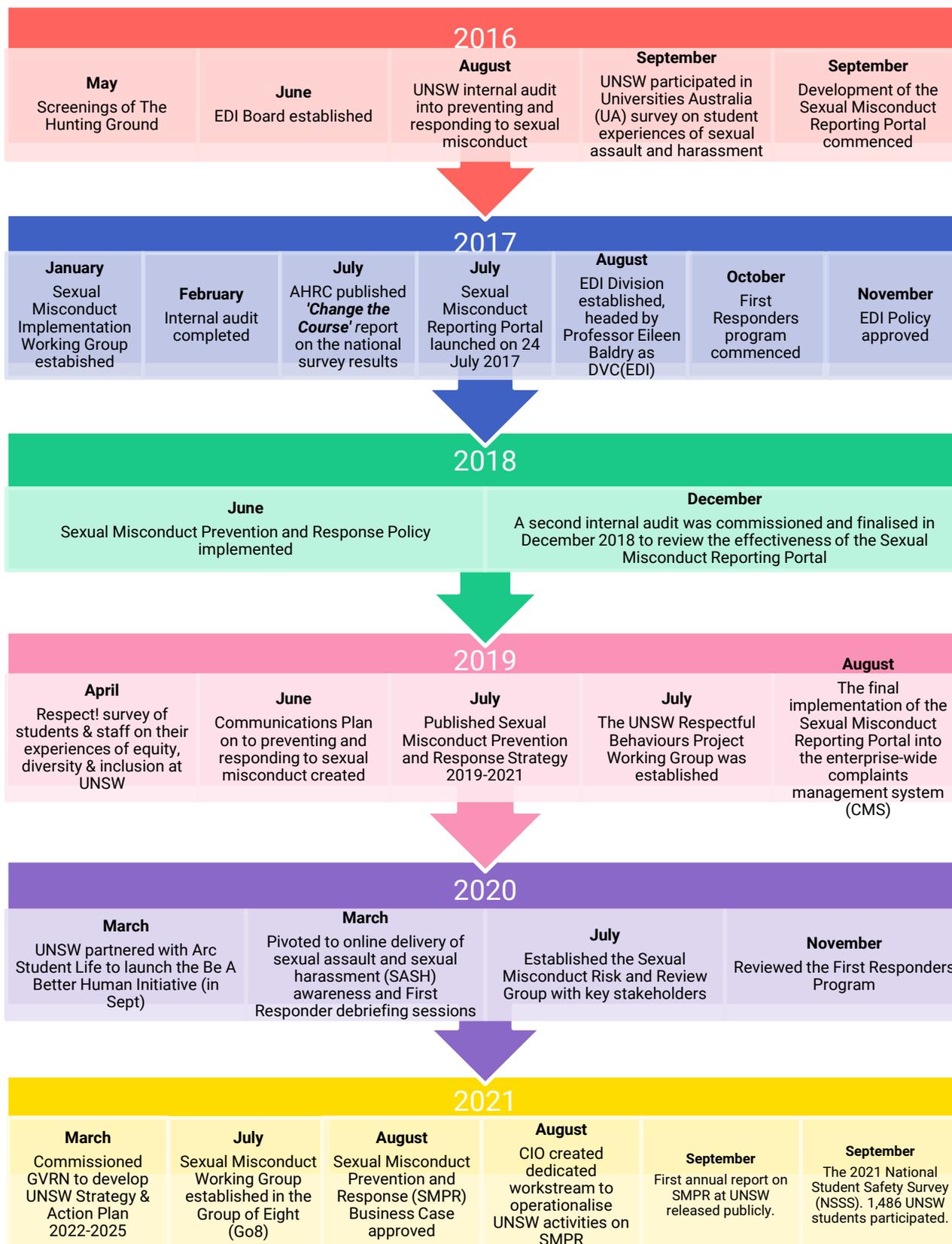
32%
of reporters accessed UNSW Psychology and Wellness



16%
of reporters did not want immediate action taken

03 | Key achievements

While 2021 was a challenging year to progress prevention initiatives, due to the COVID-19 pandemic and the urgent transition to online learning, there was some important progress. Funding was secured to set-up a dedicated workstream to operationalise UNSW activities on sexual misconduct prevention and response. The image below shows a summary of key achievements over 2016-2021:



04 | Framework

There is no place for Sexual Misconduct at UNSW

UNSW, as with all universities, has a unique opportunity and responsibility to prevent and respond to reports of sexual misconduct, ensuring that everyone at UNSW feels safe and respected.

The design and implementation of UNSW’s sexual misconduct framework is informed by the multi-faceted approach underpinning the World Health Organisation’s (WHO’s) four level Social-Ecological Model of Violence Prevention¹.

In particular, the WHO Model is reflected in the four core areas of recommendation contained in *On Safe Ground*. It is also reflected in UNSW’s commitments to providing a fulfilling, rewarding and safe learning, research, teaching and employment environment for all students, staff and affiliates.



Figure 1: WHO Social-Ecological Model of Violence Prevention

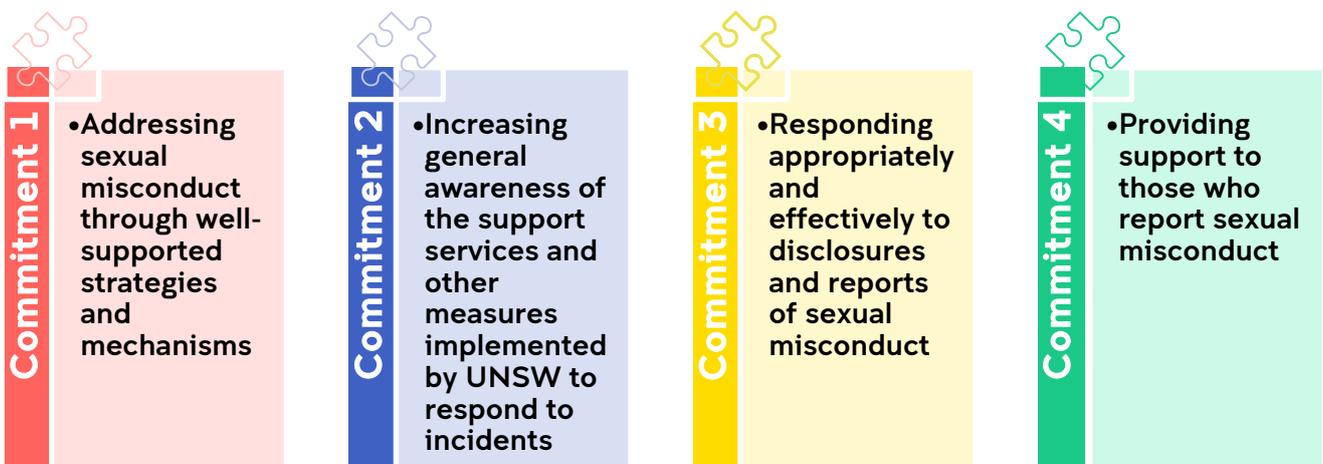


Figure 2: UNSW Sexual Misconduct Prevention & Response Commitments

¹ Linda Dahlberg and Etienne Krug, 'Violence – a global public health problem' in Etienne Krug, Linda Dahlberg, James Mercy, Anthony Zwi and Rafael Lozano (eds) *World Report on Violence and Health* (World Health Organization, 2002) 1, 12.

05 | Institutional responses



Commitment 1: UNSW is committed to addressing sexual misconduct through well-supported strategies and mechanisms.

1. Sexual Misconduct Prevention and Response Strategy

In 2021, the UNSW Gendered Violence Research Network (GVRN) were engaged to develop a new Gendered Violence Strategy. This new Strategy will replace the existing UNSW Sexual Misconduct Prevention and Response Strategy 2019-2021. The new Strategy is due to launch in mid-2022.

During 2021, the GVRN engaged and consulted with students and staff. Students and staff were given the opportunity to voice concerns with current gendered violence processes and provide input on what future processes should look like. Feedback via surveys, focus groups and written and verbal feedback has been fundamental in the drafting of the new strategy and subsequent action plan.

2. Sexual Misconduct Prevention and Response Policy

The [Sexual Misconduct Prevention and Response Policy](#) clearly states that sexual misconduct is not acceptable. It details the principles and processes for preventing and responding to incidents of sexual misconduct and links directly to the [UNSW Staff Code of Conduct](#) and [UNSW Student Code of Conduct](#). Importantly, section 1.4 of the Policy outlines that all UNSW staff and affiliates are required to report sexual misconduct once they become aware of it.

This Sexual Misconduct Prevention and Response Policy applies to:

- all enrolled UNSW students (regardless of which campus or UNSW facility they are attending)
- all staff and affiliates of UNSW
- former students and students currently on leave, where the behaviour governed by the Policy occurred whilst they were enrolled
- all UNSW owned, operated or affiliated accommodation providers.

In respect of sexual misconduct occurring:

- on UNSW campuses or other facilities, including the live-in accommodation at the Australian Defence Force Academy (ADFA)
- in virtual spaces (including online forums, communities, and platforms) arranged or facilitated by UNSW
- whilst using UNSW information and communication technology (ICT) resources

Out of Scope but *always* supported

Where sexual misconduct is disclosed or reported as occurring outside the Scope of the Sexual Misconduct Prevention and Response Policy (e.g., at a private venue or on an occasion unconnected with UNSW), the matter may not be investigated by UNSW as a potential student or staff misconduct issue, but support services and referrals will always be offered wherever possible.

- at premises in which research study or work integrated learning is undertaken as part of a UNSW activity, including but not limited to placements, internships, fieldwork, or other type of practicum
- whilst staff, students or affiliates are representing UNSW (e.g., at sporting events, cultural activities, competitions, conferences), student clubs or whilst on exchange or sabbatical
- between a UNSW staff member or affiliate and a UNSW student
- in University owned, operated or affiliated accommodation.

3. Equity, Diversity and Inclusion Board

UNSW's Equity Diversity & Inclusion (EDI) Board supports organisational change to enable the University to be a leading exemplar in equity, diversity and inclusion. The Board is currently chaired by the Deputy Vice Chancellor EDI, Professor Eileen Baldry.

The EDI Board serves in an advisory function to the Management Board (MB) and UNSW Council. The chair of the EDI Board, as a member of Management Board may take recommendations from the EDI Board to the MB.

Details of the EDI Board and full list of members can be found on this website:

www.edu.unsw.edu.au/about-us/governance

4. Sexual Misconduct Risk and Review Group

The Sexual Misconduct Risk and Review Group was established in 2020 to ensure continuous improvement in UNSW processes for preventing and managing reports of sexual misconduct. The Group meets monthly (more frequently if required) and the terms of reference are reviewed annually to ensure continuing relevance and efficacy.

The Group reports to the Deputy Vice-Chancellor EDI who is also Chair of the EDI Board, and comprises representatives from the following areas across the University:

- Director, Conduct and Integrity Office (Chair)
- Complex Case Manager, Conduct and Integrity Office
- Co-convenor of Gendered Violence Research Network (GVRN) and Head of School of Social Sciences
- Manager, GVRN
- Senior Research Associate, GVRN
- Head of Employee Relations
- Senior Legal Counsel (Conduct & Integrity)
- Clinical Lead and Clinical Psychologist, Psychology and Wellness
- Executive Officer, Division EDI

2021 Achievement

Sexual Misconduct Risk and Review Group published its first publicly available Annual Report on the prevention and response to sexual misconduct at UNSW.

The Report detailed the number of reports made in 2017-2020, levels of participation in relevant training across the university and response strategies in place. This report was well received by students and staff.

Furthermore, the report was picked up by NSW Police (State Crime Command Sexual Violence project) who reached out to UNSW to discuss best practice and share insights. The report publication is now seen as sector leading best practice.

Subject matter experts are co-opted as required, for example, Security, Equitable Learning Services and UNSW Accommodation.

All reports of sexual misconduct received at UNSW, including all matters received through the Sexual Misconduct Portal, are examined in the monthly meetings to ensure all investigation processes are timely and appropriate.

Systemic or emerging risk areas (see table 1) are identified, with recommendations for improvements reported to the Deputy Vice-Chancellor EDI. The Group also has a role in consulting, advising, and contributing to the review and development of UNSW policies and procedures, briefing papers and any relevant requests or reviews relating to UNSW's prevention of and response to reports of sexual misconduct.

Table 1: Emerging Risks and Actions

Emerging risks	Actions
Lack of clarity and management of expectations around scope or reach of the Policy fuels expectations that all matters will be investigated, resulting in dissatisfaction and distrust from students when the limits of scope explained.	This was mitigated via the development of a new guide for investigating reports of sexual misconduct, including a clear explanation of the types of matters that are in and out of scope. This Guide was developed in 2021 and will be published on the sexual misconduct website in 2022.
Lack of understanding from students of trauma-informed approaches to sexual misconduct led to the publication of cases of sexual misconduct in <i>Tharunka</i> and other publications without the consent of the person affected.	Two members of the SM Risk and Review Group met with the editor of <i>Tharunka</i> and explained best practise in trauma informed reporting, including the importance of obtaining consent from the person affected before reporting on such matters. The risks of not doing so on those affected by unauthorised reports was also explained.
Lack of training and support for Heads of School as key stakeholders in sexual misconduct prevention and response leads to inconsistent approaches and levels of support provided to those affected, resulting in dissatisfaction and distrust around reporting sexual misconduct.	To be addressed under the new Gendered Violence Strategy (in development).
Significant number of sexual misconduct reports emanating from residents of residential colleges. A lack of embedded prevention and response support leads to a lack of awareness of respectful relationships, resulting in the perpetuation of structural inequities.	The Director of Wellbeing proposed to fund a dedicated position within University owned colleges, to provide welfare support to staff and students on sexual misconduct matters. A Position Description was prepared, however the Director of Wellbeing did not proceed with the appointment.
Increased incidents of sexual misconduct and disrespectful behaviours in Rural Clinical Schools arising from a lack of awareness and training in respectful relationships, resulting in a sub-optimal learning environment, student experience and general dissatisfaction of students.	Faculty of Medicine appointed a new Director of Medical Education Rural Clinical School and established a taskforce to address this issue. The Director worked in collaboration with the GVRN to deliver a 2-hour online training to 33 students.
Lack of timely responses to Students at Risk referrals risks a poor outcome for students requiring immediate or critical intervention or assistance.	Risk was mitigated by introducing a streamlined referral process between the GVRN and PAWS, ensuring that students at risk received an immediate response.
Lack of reporting of sexual misconduct matters into the Sexual Misconduct Portal by UNSW Mental Health Clinicians resulted in an under-reporting of incidents.	UNSW Mental Health Clinicians from Psychology and Wellness, and University Health Service started to report de-identified student cases directly to Conduct and Integrity Office (CIO).
Increased incidents of sexual misconduct and disrespectful behaviours in the School of Computer Science resulting in a poor and unsafe learning and work environment.	Sexual Misconduct Prevention and Response and School to collaborate on a pilot project in 2022.

Emerging risks	Actions
Residential colleges; work integrated learning; social events and clinical placements are high risk areas giving rise to sexual misconduct resulting in unsafe environment and long-term damage to individuals.	To be considered under the new gendered violence strategy currently in development.

5. Group of Eight (Go8) Sexual Misconduct Working Group

The Group of Eight (Go8) comprises Australia's leading research-intensive universities with 400,000 students and 50,000 staff. The Go8 is committed to preventing and responding to sexual assault and sexual harassment on campus and at university related events and activities. The Go8 have formed a working group to share collective knowledge, experience and collaborate on measures to improve policies and practices for addressing and responding to sexual misconduct. In addition to each institution's measures, the Go8 have committed to:

- Share best practice within the Go8 and beyond
- Investigate and adopt a standardised and comprehensive approach to reporting statistics on sexual misconduct
- Investigate and develop the potential for a standardised reporting framework
- Invite regular presentations to the working group on trends, developments, and evolving best practice in managing sexual misconduct issues, including from the TEQSA and Australian Human Rights Commission
- Proactively engage with the findings of the Universities Australia 2021 NSSS

06 | Prevention strategy



Commitment 2: UNSW is committed to increasing general awareness of the support services and other measures implemented by UNSW to respond to incidents.

Awareness raising and training programs for staff and students are well-established.

Supported by key partnerships and collaborations with the Gendered Violence Research Network (GVRN) and the student organisation Arc, awareness and training programs have been delivered online and face-to-face, adjusted in length and depth depending upon requirements.

1. Awareness raising

2. Staff training, induction and evaluation

3. Student training and induction

4. First Responder training

5. College and student clubs and societies training

1. Awareness raising

Students and staff are informed via websites, business units and regular communications from the UNSW Vice Chancellor and President Ian Jacobs, that *'Sexual assault, sexual harassment, and other forms of sexual misconduct are not tolerated at UNSW'*. Senior leadership strongly endorses the view that Universities have a unique opportunity and responsibility to effect social change, towards eliminating these behaviours and the attitudes and beliefs which underpin them from our society.

Awareness raising for 2021 was challenging due to the COVID-19 pandemic, with most students and staff located off campus. Nevertheless, a number of initiatives, particularly amongst students, were implemented online:

- i. Sexual Misconduct Website updated
- ii. New video content - What is sexual misconduct?
- iii. Be a Better Human campaign
- iv. Respect Week
- v. SEXtember

i. Sexual Misconduct website updated

UNSW has a dedicated [website](#) for information on sexual misconduct. The website includes a range of resources: on making a report, obtaining support and training. To ensure that University resources are accessible to students from diverse cultural backgrounds, Chinese and Indonesian language translations of FAQs for the Sexual Misconduct Reporting Portal are available.

ii. What is sexual misconduct?

GVRN staff collaborated with Arc students and office bearers to create a 5-minute ['What is sexual misconduct?'](#) video. This video explains the nature of sexual misconduct and the University's policies and codes of conduct relevant to sexual misconduct on campus and at all University-related events.

This video has been added to compulsory ELISE orientation for commencing students, to the EDI website ['Affected by Sexual Misconduct?'](#), launched and screened more generally during Respect Week 2021.

iii. Be a Better Human

The *Be a Better Human* campaign is the result of a collaboration between EDI and Arc to strengthen an inclusive culture, respectful behaviours and being an active bystander at UNSW. *Be a Better Human* includes information on gendered violence, enthusiastic consent and making a report through the Sexual Misconduct Reporting Portal. These are hosted on the Arc website, and supported by the EDI website, to ensure that the content is widely available to students through a variety of channels, including websites and social media. The online *Be a Better Human* [booklet](#) was developed to provide advice on consent and sexual violence and was viewed 74 times in 2021.

In 2021, a new [Speak Out](#) series featured two episodes and invited people to courageously share their personal experiences of injustice and gendered violence. These stories help empower the UNSW community to be active bystanders and respond to disrespectful behaviours safely and appropriately. The first episode with Khadija Gbla was presented as part of Diversity Fest and had 256 views. Khadija spoke out about disrespectful behaviours, including racism, sexism, domestic and family violence. The second episode with Nicole Lee was presented as part of the 16 Days of Activism against Gender-based Violence and had 167 views.

Nicole is a family violence survivor and passionate advocate who speaks about what abusive behaviour looks like, with a lens of disability applied for bystanders.

iv. Respect Week

UNSW supported Arc's '[Respect Week](#)'. Respect Week is a weeklong program of events for students around respectful behaviours. Due to the COVID-19 lockdown, which commenced at the beginning of Respect Week, some events were moved online. Respect Week focused on creating a multi-faceted offering that included interactive online panels, training sessions, social media stories and shareable content. The panels featured a mix of students and subject matter experts and encouraged interaction and questions from student viewers. Engagement exceeded expectations, with several videos continuing to receive views and replays in subsequent weeks. Overall, the Respect Week Facebook event listed 74 people 'going' and 303 people 'interested'.

As part of Respect Week, five large murals were installed across the UNSW campus and featured quotes from marginalised voices including Grace Tame and Brittany Higgins, as seen in Figure 4.

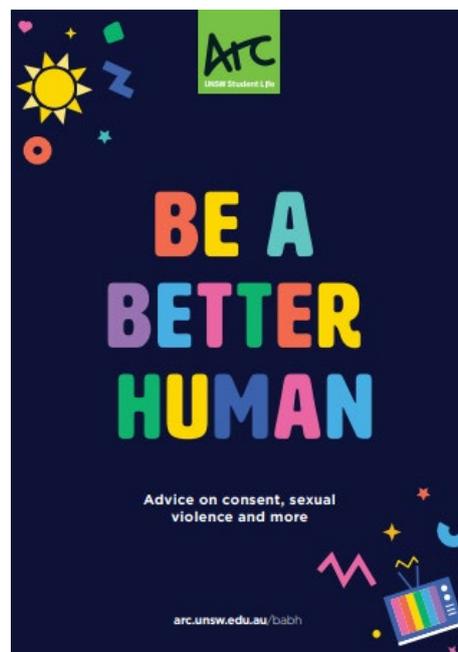


Figure 3: Be a Better Human Booklet on consent and sexual violence



Arc - UNSW Student Life

18 June 2021 · 🌐

...

5 murals amplifying marginalised voices in the lead up to [Respect Week | Be A Better Human](#). We want everyone to be reminded that they can do more to be a better human. So join the events, start conversations and make UNSW (and the world) a safer and happier place for everyone 🧡



Figure 4: Facebook post of Respect Week murals installed around campus

Notable events for Respect Week 2021 included a panel discussion on sexual violence, which reached 3,314 people and had 369 unique views. The panel featured Lulu Edwards (UNSW Women's Collective), Briony Roetlandts (White Ribbon), Mia Bianchino (UNSW Honours student) and Angela Griffin (Arc Project Officer). There were workshops and events that raised awareness of respectful behaviours relating to sexual misconduct including 'Hetero Respectful Speed Dating' and 'Queer Respectful Speed Dating'. A total of 37 students registered for these events.

v. SEXtember

[SEXtember](#) is a festival of celebrating, questioning and exploring every aspect of sex, which was run across the last two weeks of September, 2021. The events were held online due to the COVID-19 restrictions and lockdown and included 'Joyride', which brought together the LGBTIQ+ community to talk about consent and intimacy. There was a panel discussion on 'Digital Intimacies' and consent, and another panel of international students discussing how to learn about sex, dating and relationships in Australia. There was a 'Paint n Sip' event hosted by ArtsSoc and UNSW Health to celebrate sexuality, inclusion and consent and sent participants a free Artist Pack, as well as a SEXtember Trivia Night covering all things from STI symptoms to consent. SEXtember also provided multiple resources that allowed students to focus on sex-ed, healthy relationships and sexual health, including free access to a sexual wellbeing online course called '[The Modern Guide to Sex](#)'.

2. Staff training and induction

UNSW is committed to providing a fulfilling, rewarding and safe environment to all staff, affiliates and students. Essential to this is educating University staff to foster a culture of respect. There is a range of face-to-face and online sexual misconduct training programs for staff including:

- i. Sex based discrimination & sexual misconduct awareness and response
- ii. Responsible employee
- iii. Sexual Misconduct Awareness and Response Training
- iv. Tailored Training for UNSW Medicine and Health

i. Sex based discrimination and sexual misconduct - awareness and response

UNSW requires all new staff, including casual staff, to complete a number of online training modules to familiarise themselves with relevant policies and procedures which apply to their employment, including the *UNSW Code of Conduct* and the *UNSW Values in Action*.

The key staff training module related to sexual misconduct is [Sex based discrimination and Sexual Misconduct – Awareness and Response](#). Two fifteen-minute self-directed, online animation modules explain sexual harassment, sexual assault and sex-based discrimination. The modules identify the requirements for appropriate respectful behaviours whilst working for UNSW. Staff are required to re-take this training every two years.



Figure 5: Staff eLearning training module

Topics include

- What are the expectations of UNSW Staff?
- What is sex-based discrimination?
- What is sexual harassment/assault?
- What is UNSW doing to respond?
- What is disclosure and why do people disclose?
- What can you do if someone discloses to you?
- Case studies.

The aim of the two modules is to:

- Recognise sexual misconduct.
- Identify inappropriate behaviours, including sexual harassment and sex-based discrimination.
- Be aware of *UNSW Codes of Conduct*.
- Know how to report sexual misconduct.

In 2021, a total of 1,561 fixed-term and continuing employees were enrolled in the training and 1,454 completed it. This translates to a completion rate of 93%. For casual employees, the completion rate was 88%.

ii. Responsible Employee

UNSW's online staff induction includes a 'Responsible Employee' module, which has been updated to include a section that addresses sexual misconduct prevention and response. All new staff, including casuals, were required to complete this module. A total of 1206 new fixed-term and continuing employees enrolled and 1080 (90%) completed the training. For new casual staff, 525 enrolled and 452 (86%) completed the training.

UNSW also has an online refresher 'Responsible Employee' module. A total of 352 fixed-term and continuing employees were enrolled and 350 (99%) completed the refresher. A further 86 casual staff were enrolled and 84 completed the training (98%). This data may include duplicates, where staff held multiple roles across UNSW.

iii. Sexual Misconduct Awareness & Response Training

This training is targeted to UNSW business units, to increase staff awareness and ability to respond to sexual misconduct incidents. As a result of budget restrictions following COVID-19, fewer tailored online training sessions were offered in 2021. Therefore, training was targeted to 64 frontline staff in roles most likely to receive disclosures of sexual misconduct. The online delivery also presented significant challenges for training evaluation, as it was not always possible to obtain evaluations from all participants.

Training to the business units listed in Table 2, included two online sessions, each 1.5 hours in length. The training also included presentations from the Conduct and Integrity Office, UNSW Legal and Employee Relations, outlining their respective roles in investigating allegations of misconduct, including case studies tailored to the specific business unit context.

The online training was evaluated using Qualtrics pre-and post-training surveys. Different rates of knowledge and confidence to respond to sexual misconduct were recorded in each session, as well as across each type of training program.

At the completion of this program participants are able to:

- Demonstrate knowledge of the nature and prevalence of sexual/gendered misconduct on campus and the broader community.
- Identify the possible impacts of sexual misconduct, including academic impacts.
- Nominate response pathways and resources affected staff and students can access.
- Access and use the UNSW Reporting Portal and explain the role of First Responders.
- Identify conflicts of interest in supervisory and teaching relationships.
- Recognise the impact of sexual / gendered misconduct on specific staff and student cohorts.

Table 2: Training

Business Unit	No. attendees	Dates
Equitable Learning Service (ELS)	5	28 Jan & 4 Feb
Equity Diversity and Inclusion	23	29 July & 5 August
Student Life* (2 groups)	17	29 July & 5 Aug 28 Sept & 5 Oct
UNSW Human Resources and Business Partners	19	19 & 20 Oct

*Student life includes Psychology and Wellness, Student Life, Student Life Cycle, Student Experience, Onboarding and Transitions, Student Support, Student Records, Co-Op and Health Promotions.

Key findings from training evaluation

Training programs developed and delivered by the GVRN have been evaluated across four key criteria:

1. Participants current/post-training knowledge of sexual misconduct.
2. Participants current/post-training knowledge about sexual misconduct and how it affects people.
3. Participants current/post-training knowledge of current UNSW processes for responding to a disclosure of sexual misconduct.
4. Participants current/post-training confidence to respond to an incident or disclosure of sexual misconduct.

Table 3: Pre and post survey results across four key criteria

Business Unit	Pre and Post Survey Results
Equitable Learning Service (ELS)	<p>Before the training, three of five team members (60%) reported their knowledge of sexual misconduct and their confidence to respond to a disclosure as good or very good. They reported a higher knowledge of the effects of sexual misconduct (80%) as good or very good.</p> <p>After the training, all team members (100%) reported that their knowledge of sexual misconduct, its effects on people and their confidence to respond to a disclosure had increased to good or very good.</p>
Equity Diversity and Inclusion	<p>All six participants in the July/August training completed the pre- and post-training questionnaire. Before the training, two-thirds (66%) reported their <i>knowledge of sexual misconduct</i> and <i>confidence to respond to a disclosure</i> was good or fair.</p> <p>After the training, five of the six participants (83%), reported their <i>knowledge of sexual misconduct</i> and their <i>confidence to respond to a disclosure</i> at good or very good.</p>
Student Life - Group 1	<p>All six participants in the July/August training completed a pre- and post-training questionnaire. Before the training, two-thirds (66%) reported their <i>knowledge of sexual misconduct</i> and <i>confidence to respond to a disclosure</i> was good or very good.</p> <p>After the training, five of the six participants (83%), reported their <i>knowledge of sexual misconduct</i> and their <i>confidence to respond to a disclosure</i> at good or very good. Their knowledge of the effects of sexual misconduct remained at 83% good or very good.</p>
Student Life - Group 2	<p>Before the training, nine staff (69%) reported their <i>knowledge of sexual misconduct</i> to be good or very good. Post training eleven staff (100%) reported their knowledge of sexual misconduct to be good or very good.</p> <p>Before the training nine of thirteen staff (69%) reported their <i>knowledge of the effect of sexual misconduct on people</i> and their <i>confidence to respond to a disclosure</i> to be good or very good.</p> <p>After the training, ten participants (90%) reported their <i>knowledge of the effect of sexual misconduct on people</i> as good or very good and all eleven (100%) reported their <i>confidence to respond to a disclosure</i> as good or very good.</p>

Business Unit	Pre and Post Survey Results
UNSW Human Resources	<p>Staff who completed the pre-training survey reported that they had a reasonable knowledge of sexual misconduct and its effects on people, nine of twelve (75%) reported their knowledge as good or very good, only one-third of them, four of twelve, (33%) reported their confidence to respond to a disclosure as good or very good.</p> <p>After the training there was a significant improvement in their reported confidence to respond to a disclosure of sexual misconduct, which increased from 33% to 75% rating their confidence to respond as good or very good.</p>

Overall, evaluation indicates that training programs are well targeted to meet the needs of participants and provide information and skills that are valued by participants.

At the completion of the training, participants reported an **increase** in:

- knowledge of sexual misconduct and its effects on people
- confidence to respond to disclosures.

Each business unit reported different content as '**most useful**' from the training. The top three areas frequently raised across all business units included:

- How to respond to disclosures
- How to report incidents
- Understanding different roles and self-care.

Similarly, what participants might '**do differently**' post-training varied, however the top three areas most frequently raised across all business units included:

- Referring people to the Portal
- How to use the Portal
- More confidence in how to respond to disclosure.

At the completion of training program participants also reported:

- Greater clarity around roles, limitations and refraining from rescuing or counselling affected individuals
 - Knowledge of appropriate services
 - Transparency around the reporting process
 - Clarity about how to support students and alert the university about sexual misconduct
 - Increased awareness about the Portal
- Appreciation of facilitators' ability to create a safe and respectful environment to explore a difficult topic.

"Exercise more care when responding to a disclosure"

"The reporting portal and ways to respond when a student brings up an allegation"

"Really be careful to ensure I assess the information and then respond regarding duty of care"

iv. Tailored Training for UNSW Medicine and Health

In July 2021, the Gendered Violence Research Network (GVRN) was approached by UNSW Medicine and Health to respond to issues of sexual misconduct and racism, in both learning and workplace contexts. These issues had been identified as areas of concern by students in Rural Clinical Schools (RCS) through Portal reports.

The online two-hour training was presented by Dr Alison Seccull, Director of Medical Education Rural Clinical School, Coffs Harbour and Julie Porteous, Senior Associate GVRN. A total of 33 students from third and sixth-year medicine participated on 12 and 14 October.

3. Student training and induction

All commencing UNSW students must complete the ELISE two-hour eLearning training by the end of their first year of study. ELISE includes the Respect@UNSW module. This module is updated annually and advises all UNSW students of the need for informed consent in all sexual interactions. It and covers:

- What is sexual misconduct?
- What is sexual consent?
- How to report an incident?
- Support services.

At the completion of this compulsory program students are required to pass a quiz, to demonstrate that they are able to identify the need for free and informed consent in all sexual interactions and know how to report an incident.

In 2021, 17,246 commencing students completed the Respect@UNSW training and 1,349 students viewed the Respect@UNSW page. This brings the total number of completions since 2017 to 77,437.

Healthy Relationships and Consent Training

Targeted training was also delivered by UNSW Health Promotions Team which included content on healthy relationships, consent, and the Sexual Misconduct Portal:

- 129 international students under 18 years of age
- 30 students from Shalom college
- 24 Peers Advocating for Sexual Health (PASH) Student Ambassadors

PASH Student Ambassadors are recruited and trained to lead conversations, run workshops, and facilitate sexual health testing to improve sexual and reproductive health literacy. They are supported by the UNSW Health Promotions Team to co-create initiatives focussing on the needs of their peers.

4. First Responder training

A network of First Responders support those who have experienced sexual misconduct, including to access support services and report their experience. There were some changes to this model in 2021. The new arrangements provide three nominated staff, who occupy student-facing roles, to act as First Responders for students. Four Human Resources staff nominated as First Responders for staff. There were also new arrangements for the training provided to First Responders. A 3-hour Awareness and Response program was initiated.

First Responders previously had access to joint debriefing and training sessions conducted six times per year by staff of the Gendered Violence Research Network. Given the new First Responders already have related roles, these sessions were no longer provided in 2021.

5. College and student clubs and societies training

UNSW recognises that University and independent colleges, as well as student clubs and societies, pose a particular challenge regarding sexual misconduct. To mitigate against these risks, UNSW provides specifically tailored training to these students and staff, including:

- i. Gendered Misconduct eLearning for Arc Leaders and Club Coaches
- ii. Gendered Misconduct eLearning for UNSW College Residents
- iii. Gendered Misconduct Awareness and Response for College Leaders

i. Gendered Misconduct training for Arc Leaders and Club Coaches

A one and a half hour self-directed, eLearning program for Arc staff, office bearers and club leaders to learn about gendered misconduct, ranging from 'micro-aggressions' to harassment and physical and sexual assault.

At the completion of this program, participants are able to:

- Demonstrate knowledge of sexual harassment and sexual assault and how people are affected.
- Demonstrate the necessary skills to respond appropriately to disclosures.
- Demonstrate skills to provide relevant information and safely refer students/staff who are affected by sexual misconduct (or other inappropriate behaviours) to useful services.
- Demonstrate strategies to intervene in or 'call out' inappropriate behaviours.
- Locate the UNSW Reporting Portal and make a report.
- Identify the importance of self-care for responders who respond to distressing disclosures.
- Identify accommodation that can be offered to support continued study or employment for those who experience sexual misconduct.
- Demonstrate skills in responding to a disclosure of gendered misconduct.

Between February 2019 and April 2022, there were approximately 7480 module completions, which includes some duplicates, as individuals may have completed the module on multiple occasions. A small portion of people completing this training are not UNSW staff or students, for example people participating in overnight Arc or Club run activities.

The GVRN has also developed a bespoke training program on gendered misconduct for UNSW and Arc Student Representative Council members. This four-hour face to face tailored training includes bystander actions and responses. In 2021 the COVID-19 pandemic disrupted opportunities to deliver this training. There have been 98 completions of this program since 2017.

ii. Gendered Misconduct eLearning for UNSW Operated Colleges

The UNSW operated colleges began collaborating with the GVRN in 2016, to create a bespoke tranche of training resources specifically for residential college residents. UNSW operated colleges include Colombo House, Fig Tree Hall, International House, The Kensington Colleges and UNSW Hall.

A self-directed, compulsory eLearning program completed during O-week introduces new UNSW College students to the issues of consent, recognising and responding to sexual misconduct and harassment, ethical bystander training, as well as information on reporting options in three modules:

- Module 1 What is Gendered Misconduct?
- Module 2 “Where is the line?” and what behaviour is ok and what is not ok.
- Module 3 Responding to Gendered Misconduct.

At the completion of this program, participants are able to:

- Identify different forms of sexual harassment and sexual assault and how this can affect people.
- Identify appropriate standards of behaviour and support and non-discriminatory behaviours.
- Demonstrate how to report sexual misconduct and the basics of an appropriate response.
- Identify the various response pathways available following an incident of sexual misconduct.

In 2020 the original technical platform for this training was decommissioned and the modules have been migrated to other platforms. Although extended access was provided to the original platform until 31 March 2021, there were delays in the rollout.

In 2021, 327 first year residents completed this training, despite a reduction in the numbers of students staying in college accommodation. Since 2017, well over 3,820 students have completed this training.

iii. Gendered Misconduct Awareness and Response for College Leaders (UNSW Operated and Affiliated Colleges)

The GVRN provides tailored four-hour awareness and response training about Gendered Misconduct to UNSW College staff, resident fellows and student leaders. This program follows content in the Gendered Misconduct eLearning for College students and also provides information on the UNSW Reporting Portal and how to make a report. It covers the internal reporting/escalation framework adopted by the colleges and an opportunity to develop skills in responding to a disclosure. It qualifies student leaders to act as responders within their college, but it does not qualify them as UNSW First Responders.

At the completion of this program, participants are able to:

- Identify the information on gendered misconduct presented to residents and respond to any questions or discussions arising.
- Identify inappropriate sexual and other behaviours that undermine an inclusive and respectful college culture.
- Identify the obligations of their role and appropriate reporting and escalation pathways.

In 2021, 32 college staff and college student leaders completed this training, bringing the total trained between 2017 and 2021 to 396 across UNSW Kensington colleges, Shalom College and Campus Living Village. This was the only face-to-face training the GVRN was able to present in 2021, due to the re-emergence of the Covid 19 pandemic.

All UNSW operated and affiliated colleges were contacted for feedback regarding their prevention and response activities. A snapshot of sexual misconduct prevention and response activities are highlighted on Table 4, this includes responses from UNSW operated colleges and three affiliated on-campus accommodation providers.

Table 4: Snapshot of sexual misconduct prevention and response activities

	Procedures and handbooks	Reporting	Training and workshops
UNSW Operated Colleges - Colombo House - Fig Tree Hall - International House - The Kensington Colleges - UNSW Hall	<ul style="list-style-type: none"> • Handbooks (based on UNSW policies) outline resident obligations of respectful behaviour • Welcome talks outline key principles of sexual misconduct, student codes of conduct and student complaints • Signage and UNSW policies displayed in common areas 	<ul style="list-style-type: none"> • Process developed in consultation with UNSW Gendered Violence Research Network (GVRN) and legal counsel • Flowchart for staff to follow after disclosure, including reporting and support • All incidents reported by staff via the UNSW Portal 	<ul style="list-style-type: none"> • Online training module (developed in partnership with GVRN) mandatory for all college residents within first week on campus • Mandatory training facilitated by GVRN for residential staff and student leaders
New College and New College Postgraduate Village	<ul style="list-style-type: none"> • New College and Postgraduate Village Handbook outlines sexual harassment and the need for witnesses to raise concerns with senior residents and/ or residential advisers or directly with the Dean of Residents or Master. • Harassment policy outlines responsibility to prevent sexual misconduct and defines relevant terms 	<ul style="list-style-type: none"> • Incidents of sexual misconduct at New College/ Postgraduate Village investigated by relevant Dean of Residents under the supervision of the Master • All incidents reported via the UNSW Portal 	<ul style="list-style-type: none"> • New residents attend training with pastoral care and disciplinary scenarios in O-Week • UNSW Security also attend training • New College Students Association have recently initiated student-led discussion on sexual misconduct
Shalom College	<ul style="list-style-type: none"> • Handbook includes Respectful Relationships and Sexual Misconduct Policy (based on UNSW policy) and reviewed by external consultant, also other policies • Relevant signage displayed such as Summary of Sexual Misconduct Policy and What to Do: 'Respect Now Always' posters, etc 	<ul style="list-style-type: none"> • Sexual Misconduct Procedure flow chart developed to outline process for Residential Advisors and staff • Simplified flow chart displayed for residents • All incidents reported via UNSW Portal 	<ul style="list-style-type: none"> • Training on sexual misconduct Residential Advisors • Respectful Relationships module included in online orientation for new residents • Relevant talks and presentations during O-Week and throughout the year
UNSW Village Accommodation	<ul style="list-style-type: none"> • Handbook includes consent, harassment, assault and information on the 'Respect Now Always' campaign • No tolerance for misconduct rule that all students acknowledge prior to signing contract 	<ul style="list-style-type: none"> • All incidents reported through internal management program then reviewed by Regional Executive Team. • Village management support complainant during investigation 	<ul style="list-style-type: none"> • Mandatory induction prior to arrival with education on consent and misconduct • Staff and Residential Assistants undertake sexual assault first responder training

07 | Reporting



Commitment 3: responding appropriately and effectively to disclosures and reports of sexual misconduct.

Even with the most extensive awareness and training programs for students and staff, incidents of sexual misconduct continue to occur.

UNSW is committed to responding appropriately and effectively to disclosures and reports of sexual misconduct. This is achieved in a number of ways:

1. Trauma informed approach

2. Sexual misconduct reporting portal

3. Managing reports & the Portal Response Team

4. Complex case coordination

5. Investigation

1. Trauma informed approach

UNSW adopts a trauma informed approach to responding to reports of sexual misconduct. When a person makes a report, UNSW's response to the report will be informed by the reporter's wishes and instructions.

Reporters have control over what action that they take, including taking no action. Further, having to repeat what has happened to multiple individuals has the potential to retraumatise the reporter. This is why UNSW has facilitated third party reporting.

What is third party reporting?

Third party reporting is where a person affected by sexual misconduct elects to have someone else submit a report on their behalf. This can be a friend, family member, or any other type of support person.

2. Sexual Misconduct Reporting Portal

Launched in 2017, the [Sexual Misconduct Reporting Portal](#), is a standalone web-based technology platform and pathway for reporting incidents of sexual misconduct or requesting help for people affected by incidents of sexual misconduct. There are many different pathways for reporters to access the Portal, including from the complaint landing page (which is accessible from every UNSW corporate webpage), student and staff websites, as well as a separate sexual misconduct website. Individuals can report their experiences and access appropriate emotional, professional, and/or academic support services. They may also lodge a complaint directly with the Conduct & Integrity Office (CIO) for student matters or with People & Culture for staff.

The security classification for the sexual misconduct reporting portal is "highly sensitive". A Cyber Security review of the Portal has been undertaken to ensure that the data submitted to the Portal is stored and managed with appropriate security levels to safeguard privacy. Unauthorised access testing has also been completed on the system.

The Sexual Misconduct Portal enables a reporter to engage with the University in a self-controlled manner. For instance, Portal reports can be made anonymously, or with de-identified contact details provided, depending on the wishes of the reporter. Reports can be made by a range of parties including a witness to an incident or a support person. Reports can be made by a third party on behalf of the affected

Sexual Misconduct Reporting Portal

The Sexual Misconduct Reporting Portal provides a secure, confidential, and if needed, anonymous online pathway to report sexual misconduct connected to UNSW. It also provides help & support to students and staff who have experienced or are experiencing trauma from incidents unconnected to UNSW

UNSW Sexual Misconduct Portal

Supporting you to report an incident of sexual assault or harassment.

Whether you have been directly affected, are a witness to an incident or a support person, you may choose to make a report through UNSW Sexual Misconduct Portal. Reports can be made anonymously and will remain confidential unless specifically stated by the person making the report.

You can use the Portal to report:

- A current or past incident of sexual misconduct that has happened to you online, on a UNSW campus, in UNSW student accommodation or during a UNSW activity where you, or the other person involved, are a UNSW student or staff member.
- An incident that happened to someone else who is a UNSW student or staff member.
- An incident that is affecting your current ability to work or study at UNSW, even if the incident is not recent, and didn't happen on a UNSW campus or in UNSW student accommodation, or during a UNSW activity.

Make a Report

If you require immediate emergency assistance, contact UNSW Security (1385 6666) or the Police (000). If you feel you need to talk to someone right now by phone or online, you can call 1800Respect (1800 737 732). More details for on and off campus services are available [here](#).

Figure 6: [Sexual Misconduct Reporting Portal](#)

person, such as through a friend, business or faculty unit, College or parent. Reports can also be made about historical incidents as well as for those that occur off campus.

The availability of an online, and possibly anonymous, reporting facility for members of the UNSW Community to report incidents of sexual misconduct, and to obtain timely and helpful information on sexual misconduct and contact details of support services is important. Minimising the often distressing experience of having to make multiple reports of the same incident of sexual misconduct to different units within UNSW is also important.

3. Management of reports & the Portal Response Team

Information on the management of Portal reports is publicly available on the [Sexual Misconduct website](#) under the FAQ heading 'How will portal reports be managed by UNSW'.

Portal reporters receive an automatic acknowledgement email, which includes a unique submission identifying number. If contact details are not provided, this is the only response a reporter will receive.

When a reporter identifies themselves and supplies contact details, they will receive a tailored, follow-up communication from the UNSW Portal Response Team within 72 hours (and usually sooner), via their preferred method of contact. Following further consultation, the UNSW Portal Response Team may provide the reporter with referral details to other areas within UNSW, including health, support and legal services, as well as information about potential investigative pathways. The Portal Response Team, with the written permission of the reporter, also make referrals within UNSW and externally.

Management of the Portal

Conduct & Integrity Office (CIO) hold institutional responsibility for the portal.

The GVRN maintains responsibility for the triage function. This includes providing tailored resources for reporters where contact details are provided.

Another important aspect of the Portal is that reporters can continue to access Portal services after the initial submission. Reporters can provide further information, including identifying information about the incident and the identity of the person allegedly responsible.

In some circumstances, a report to the Police may be required. Typically, the University liaises with the reporter, ensuring the safety and support of the reporter.

4. Complex Case Coordination

The GVRN undertake the Complex Case Coordination function as part of the University's Sexual Misconduct Prevention and Response Strategy.

This function provides immediate case management support, supplementing activities provided by the Portal Response Team, the Conduct & Integrity Office, Human Resources, Heads of School, and/or student support services. A skilled case manager helps those affected by sexual misconduct to navigate the University's processes and procedures. It is important to note that Complex Case Coordination can also include providing support to the alleged student or staff perpetrator.

Once a matter is designated as a Complex Matter, the GVRN will convene an urgent case management meeting to coordinate swift action. These actions may include referral to support services; arranging academic support, including assisting with the Special Consideration and fee remission processes; accompanying the affected person to a police station to make a report of criminal conduct; notifying UNSW Security and/or other relevant parties (with the person's consent) and making appropriate arrangements, such as campus security escorts.

What makes a case complex?

The complex case coordination function is used for those disclosures that are:

- extremely sensitive in nature
- have many touch points and/or decentralised responsibility for progression
- are associated with great distress & potential harm to students and/or staff.

5. Investigations & reports to the police

Not all reports of sexual misconduct made to UNSW are investigated. There are several reasons for this, including that the reporter or affected person may not want the report investigated. Equally, the individual identified as responsible for the misconduct may not be a current student or staff member or otherwise have no connection to the University. Nevertheless, the Portal Response Team will respond to all reports made through the Portal and provide information on appropriate support services.

Complaints or allegations of sexual misconduct against students will be addressed in accordance with the UNSW [Student Misconduct Procedure](#). Where a student is found to have breached the *Student Code of Conduct*, the substantiated finding is placed on the UNSW student misconduct register.

In circumstances where it has been alleged that a staff member has breached the [Staff Code of Conduct](#), UNSW must follow the process as outlined in the relevant [Enterprise Agreement](#) for Professional or Academic staff (as applicable).

The purpose of an investigation at UNSW is to determine if there has been a breach of a code, policy or procedure. The standard of proof required is the balance of probabilities. Importantly, UNSW does not determine whether a criminal act has occurred.

The likely disciplinary outcomes imposed depends upon the seriousness of the breach and range from a formal warning and an educative approach for less serious matters through to suspension, for up to two years, or permanent exclusion from the University (for students) and dismissal (for staff).

Consent to investigate

UNSW will usually only investigate a report made to the Sexual Misconduct Portal where the affected person has consented to the report being referred elsewhere within UNSW and they support an investigation.

To improve the clarity about what reports of sexual misconduct can and cannot be investigated by UNSW, a new investigations guide was developed in 2021 and will be published on the sexual misconduct website in 2022. This new guide includes a clear explanation of the types of matters that are within and out of scope, with a table (Figure 7) providing examples:

When we can investigate	When we cannot investigate
The alleged sexual misconduct occurred on campus for e.g. in the library or a classroom	The alleged sexual misconduct occurred at an event unconnected to UNSW, such as at a private venue or residence
The alleged sexual misconduct occurred at an official event for a UNSW student society	The alleged sexual misconduct occurred at social drinks at a pub following an official meeting of a UNSW student society
The alleged sexual misconduct occurred on an official UNSW website, or a site controlled by UNSW, such as an official UNSW Facebook page	The alleged sexual misconduct occurred on a platform not controlled by UNSW, such as an unofficial Facebook page
The alleged sexual misconduct occurred at UNSW, owned, operated or affiliated accommodation	The alleged sexual misconduct occurred at a private unaffiliated college or private home

Figure 7: Table from the new investigations guide with examples of what matters can be investigated

08 | 2021 sexual misconduct reports

UNSW is committed to transparency about the incidents of sexual misconduct reported to the university. **Appendix 1** contains data on sexual misconduct reports from 2021.

The information contained in this section of the report is based upon reports of sexual misconduct submitted to the Portal between 1 January and 31 December 2021 and received directly by the Conduct & Integrity Office, People & Culture (Human Resources) and the UNSW Health Service and Psychology and Wellness.

Data has been analysed in the following ways:

Report versus incident

A report is a record of a submission to the Sexual Misconduct Reporting Portal. An incident is an event or something that has happened to a person affected. There may be multiple reports submitted concerning one incident, for example, the person affected may submit a report, as well as UNSW Security, support services, a witness or a support person. These are multiple reports about a single incident.

1. Number reports and Who the the reporter was

2. Type of report

3. When the incident occurred

4. Where the incident occurred

5. Person affected and their relationship to the alleged person responsible

6. Services accessed

7. Support & action requested

8. Investigations and disciplinary actions

1. Number of reports and Who the reporter was

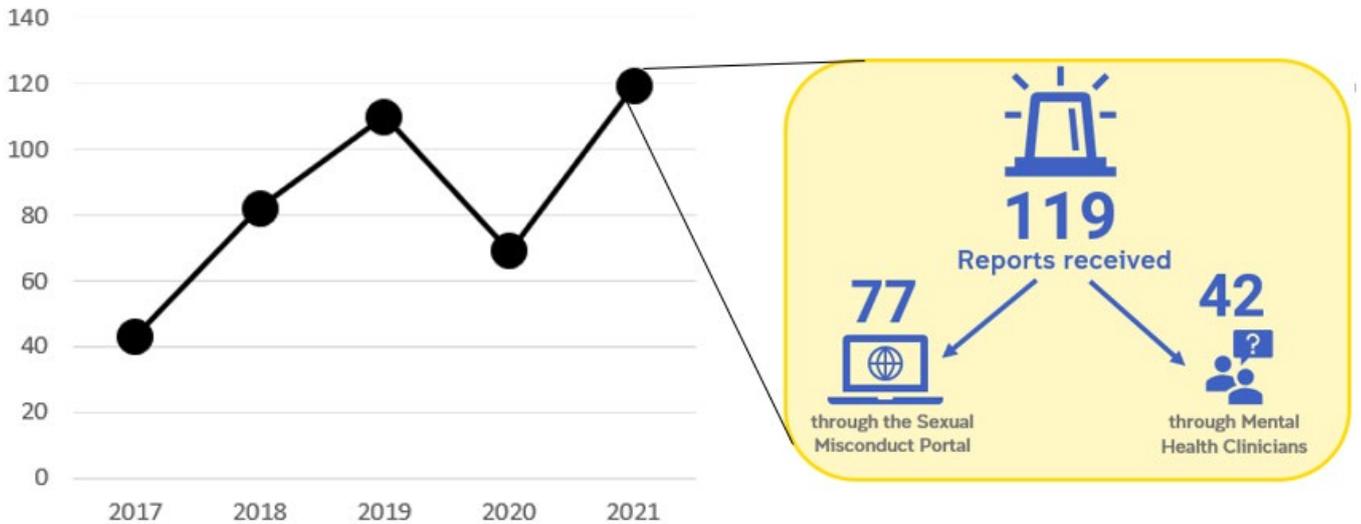


Figure 8: Number of reports received by the CIO

In 2021, the Conduct and Integrity Office received a total of 119 reports of sexual misconduct. Of these, 77 reports were made directly to the Sexual Misconduct Portal. A further 42 reports were made by UNSW Mental Health clinicians from the UNSW Health Service (UHS) and Psychology and Wellness on a de-identified basis. These reports were made on behalf of persons affected by sexual misconduct and included key information only.

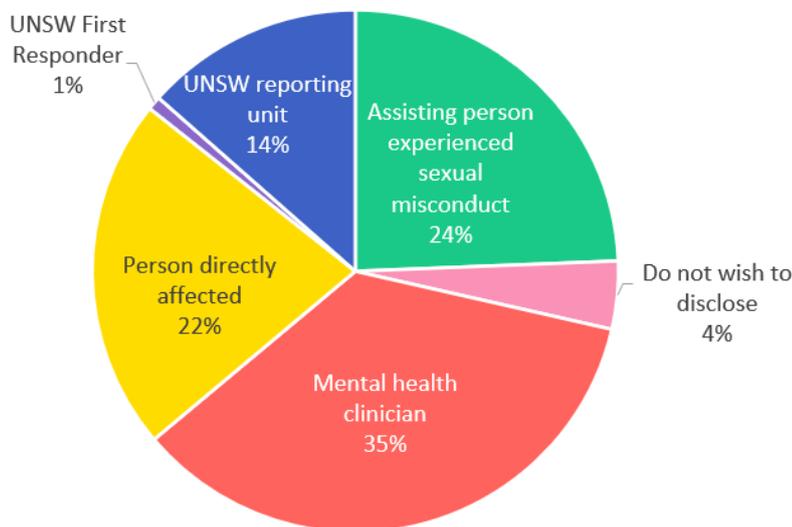


Figure 9: Who reported the sexual misconduct

In 2021, 65% of reports were received via the Portal, while the other 35% of reports were made by UNSW Mental Health clinicians. Only one percent of reports were submitted by the University’s First Responders, which is significantly less than the 11% submitted in 2020.

Around a quarter (24%) of reporters were assisting the person who was directly affected, while 22% of reporters were people directly affected by sexual misconduct. This differs to the 2020 Report, where the majority (45%) of reporters were people directly affected. However, this change may be attributed to the inclusion of de-identified reports from UNSW Mental Health clinicians.

As the Portal did not ask reporters to identify their gender, the data on gender was inferred, based on the provision of pronouns and people’s names in reports. The majority of reporters (65%) identified as

female, which is consistent with all other years. While it is not always possible to report on the gender of the person affected by the incident (as the Portal only tracks the gender of the person reporting the incident), it is possible to report on the gender of the person affected when the reporter was the person directly affected. Of the people who submitted reports and were directly affected by sexual misconduct, 65% were female.

More than a quarter (26%) of reports were made by staff concerning matters where a student was the affected party. Half of these reports were made by staff from colleges. A further 34% of reports were made by UNSW Mental Health clinicians, concerning matters where a student was the affected party.

Like previous years, it was less common for staff to report incidents involving other staff. Only four percent of reports were made by staff where the affected person was a staff member. It is worth noting that the vast majority (80%) of these reports were made by a staff member directly affected by an incident of sexual misconduct. For these reports, 60% involved an incident between student and staff, while 40% involved an incident between staff members.

2. Type of report

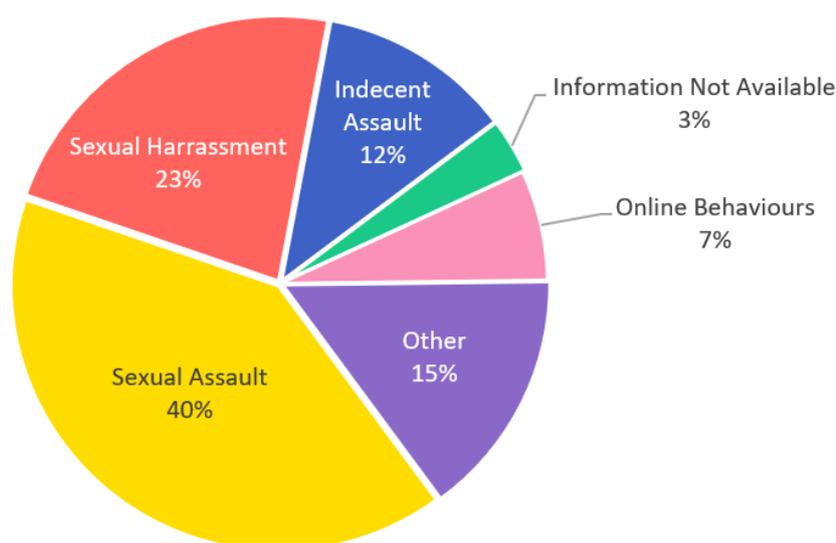


Figure 10: Types of reports

The majority (63%) of reports related to sexual harassment and sexual assault. Within these reports, the overwhelming majority related to historical and child abuse matters.

Reports of sexual assault increased from 28 in 2020 to 48 in 2021. However, this increase is attributed to the inclusion of de-identified incident reports from UNSW Mental Health clinicians where 42 reports were related to sexual assault. The reports of sexual harassment fell from 31 reports in 2020 to 27 in 2021.

Seven percent of reports concerned online behaviours. The remaining 15% of reports were categorised as 'other' types of reports and included reports relating to past trauma, family violence, historic abuse, and child sexual abuse.

Categorising Sexual Misconduct

This data analysis is based on what the affected person has self-described/categorised in the Portal report so as not to minimise the affected person's experience. However, it is important to note that not all reports of sexual assault meet the definition of 'sexual assault' at law or as found in the [UNSW Sexual Misconduct Prevention and Response Policy](#). For example, an affected person may have experienced someone making sexual jokes and comments and, while this conduct contains a sexual element and may constitute sexual misconduct, it may have been reported in the Portal as sexual assault, even though it does not qualify as a sexual assault.

If a matter is investigated by the university as an allegation of sexual misconduct, the university must separately and objectively assess and categorise the conduct. This is important for several reasons including managing the expectations of the reporter, conducting an appropriate investigation, and taking suitable action following the investigation.

3. When the incident occurred

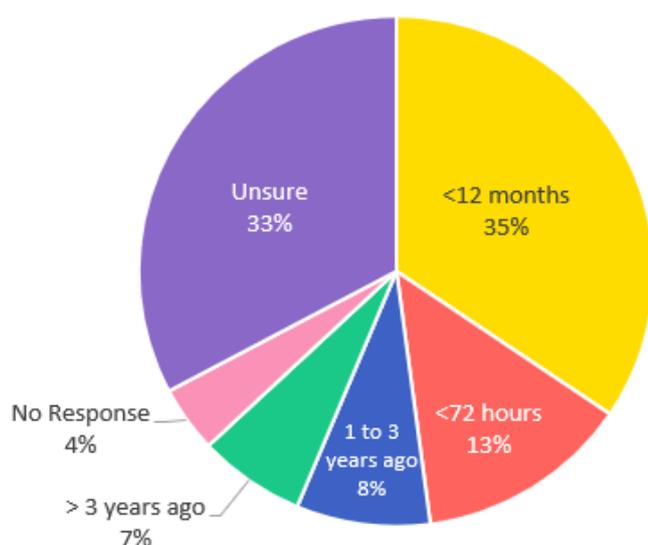


Figure 11: When the incident occurred for reports made in 2021

As shown in Figure 11, 35% of reports concerned incidents that occurred within the previous 12 months. For 13% of matters, the reporter indicated that the incident occurred within the past 72 hours, where more than half of these reports related to sexual harassment and sexual assault.

The Portal receives reports that are historical in nature. Fifteen percent of reports involved incidents that occurred more than one year ago. A third of these matters occurred on one of the UNSW campuses, and one incident occurred in UNSW accommodation. Of these reports, eight related to incidents between students, four related to incidents between students and a staff member and one report concerned incidents between two staff members.

The inclusion of the 42 de-identified reports made by UNSW Mental Health clinicians resulted in a significant increase in reports, but the reporter was unsure of when the incident occurred (33%) due to the minimal detail provided in the de-identified data.

4. Where the incident occurred

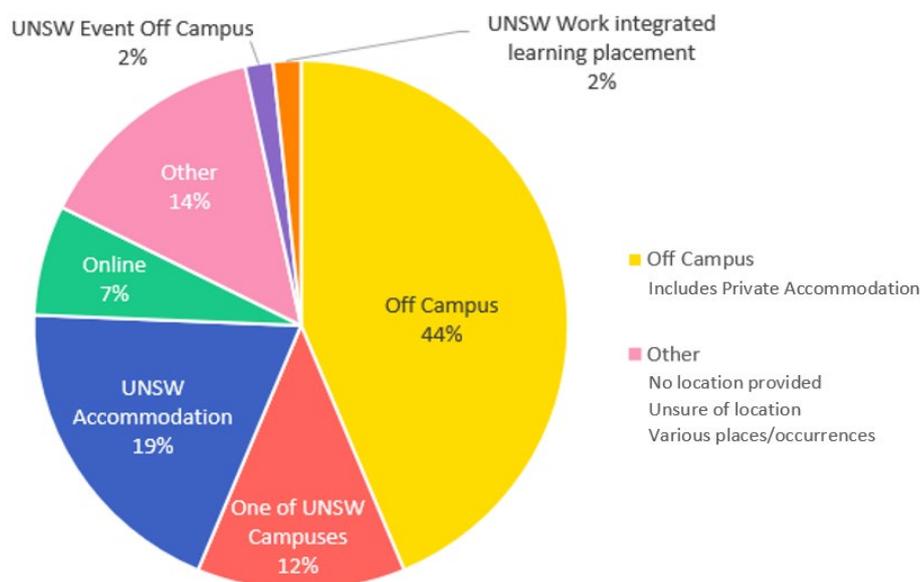


Figure 12: Where the incident occurred

Multiple locations may have been reported for one incident and this is reflected in the data. Nearly half (44%) of incidents occurred off campus. This figure is attributable to the inclusion of the de-identified reports made by UNSW Mental Health clinicians, where the vast majority of these reports occurred off campus. If this data were to be removed from the analysis, the incidents which occurred off campus would constitute 18% of reports.

A large proportion (19%) of incidents occurred within UNSW accommodation, the majority of which were reported to have occurred within the past 12 months (including those within 72 hours).

Fourteen percent of reports describe an incident occurring online. Reports of online sexual misconduct involved incidents between students, between students and staff, and one report involved a member of the public.

Disclosing identity

UNSW recognises that identity disclosure is not straightforward.

It is common that a sexual misconduct report is initially submitted to the Portal anonymously.

After receiving the information provided by the Portal Response Team such as information on how the University can assist them, and information on, and referral to support services, the reporter may choose to provide more information about the reported sexual misconduct and their identity.

5. Person affected and their relationship to the alleged person responsible

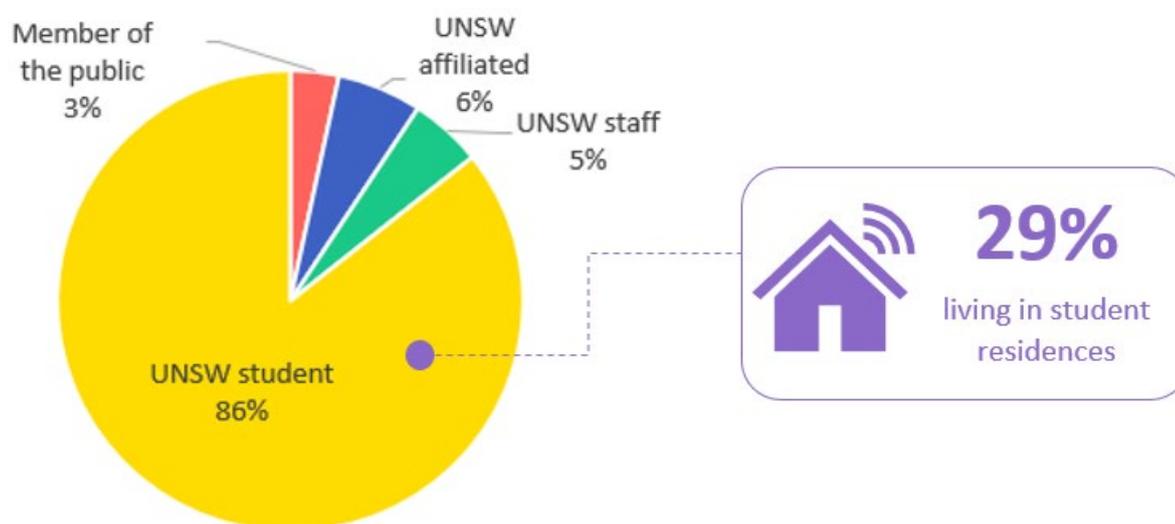


Figure 13: Person affected by sexual misconduct

Students were recorded as the party affected by the sexual misconduct in 86% of the reports received. This contrasts markedly with the numbers for staff, who were recorded as the affected party in five percent of all reports. Other parties affected by sexual misconduct were members of the public, as well as those connected to or affiliated with UNSW, including former staff and students.

Given that the student population comprises most of the UNSW community, it is not surprising that students are heavily represented in the affected party statistics.

Forty percent of reports of sexual misconduct involved incidents between students. Nine percent of reports were between students and staff members. Further, 18% of people affected by sexual misconduct reported that they knew the alleged person responsible, while only three percent of alleged perpetrators were strangers. Alleged perpetrators that were known included friends, family and ex-partners of the person directly affected by the incident. Only a small fraction (3%) reported sexual misconduct between staff.

Almost a third (29%) of people affected by sexual misconduct were living in student residences. Further, five female international students were directly affected by sexual misconduct. Four reports were submitted directly by the students, with two students reporting within 72 hours of the incident and the other two reporting within 12 months of the incident. The vast majority (80%) of incidents affecting international students occurred in UNSW accommodation.

6. Services accessed

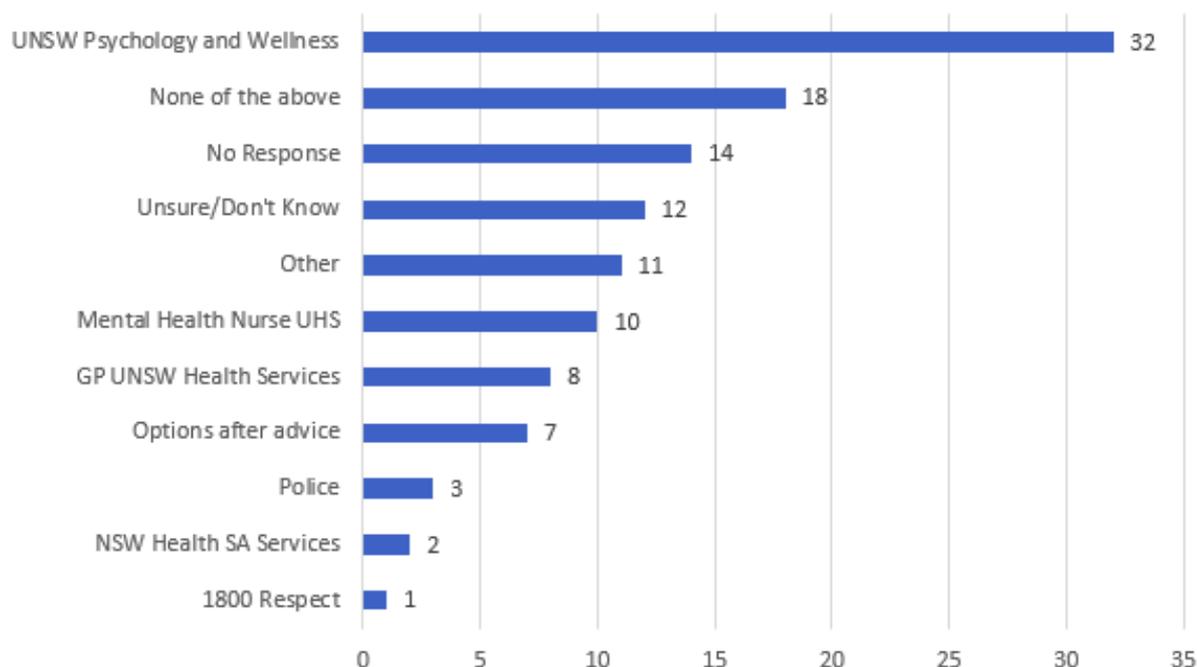


Figure 14: Services accessed by reporters (%), please note reporters could select multiple answers

The service that was accessed most frequently was UNSW Psychology and Wellness (32% of reporters). This was followed by 18% of reporters who accessed 'none of the above services', however, 24% of these reporters accessed 'options after advice'.

Where a reporter indicated that they had accessed 'other' services, these services included private counselling and psychology services.

Of those who submitted a report of sexual assault, more than 70% of reporters indicated that they had accessed services including UNSW Mental Health Nurses and UNSW Psychology and Wellness. Two percent had reported the incident to police, while only eight percent indicated that they had accessed the services of a GP.

7. Support and action requested

Almost a quarter of the reporters (24%) requested that a member of the Portal Response Team contact them, to confidentially discuss their options, as seen in Figure 15. This is consistent with data from 2020. More than 50% of reporters did not want the University to take any action at the time of the report, however, this figure was significantly impacted by the inclusion of the 42 de-identified reports made by UNSW Mental Health clinicians. Thirteen percent of reporters wanted to know more about available support services and only two percent of reporters were unsure of what support or action they needed from the University.

Sixteen percent of reporters wanted the report to be considered for formal consideration under applicable UNSW Misconduct Procedures.

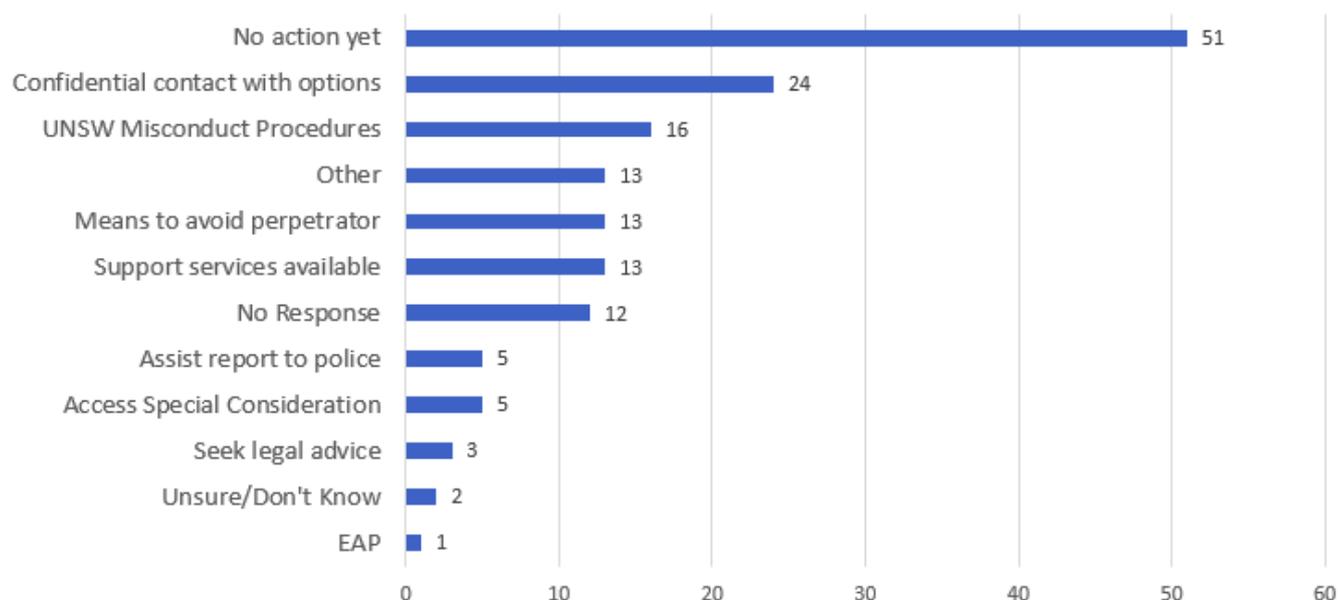


Figure 15: Support and action requested by reporters (%) *Please note reporters could select multiple answers

Reporters asked the University to take a broad range of actions in relation to the report. Thirteen percent of reporters wanted assistance to physically avoid the alleged perpetrator and five percent sought access to Special Consideration for assessments.

Similar to trends in 2020, only three percent of reporters sought legal advice, while five percent of reporters sought the assistance of UNSW when reporting the matter to Police. Where reporters indicated that they wanted the University to take “other” action, this included requests for actions that would prevent the incident from reoccurring, as well as the termination or expulsion of the staff or student.

Trauma Informed Response - Avoiding multiple disclosures

UNSW has in place a process to minimise the number of times an affected person discloses their experience.

Where an affected person requires assistance with UNSW administration such as leave, special consideration for assessments, course withdrawal, fee remissions, or other special arrangements, a member of the Portal Response Team, or CIO, is provided with the authority to ask for an administrative action to occur on behalf of the affected person. Consistent with a trauma informed approach, this means that an affected person does not need to re-tell their circumstances to multiple people.

8. Investigations and disciplinary actions

Fifteen reporters (13%) provided their consent for the CIO or Human Resources (HR) to investigate. By comparison, eleven reporters provided consent for investigation in 2020. All reports that were investigated in 2021 were received through the Portal.

As seen in Figure 16, eleven reports were managed by the CIO and four reports were managed by Human Resources (HR).

Consent for investigation

The majority of reporters do not wish for UNSW to investigate their incident. Consistent with UNSW’s trauma informed approach, matters are only investigated where the person affected has provided their consent.

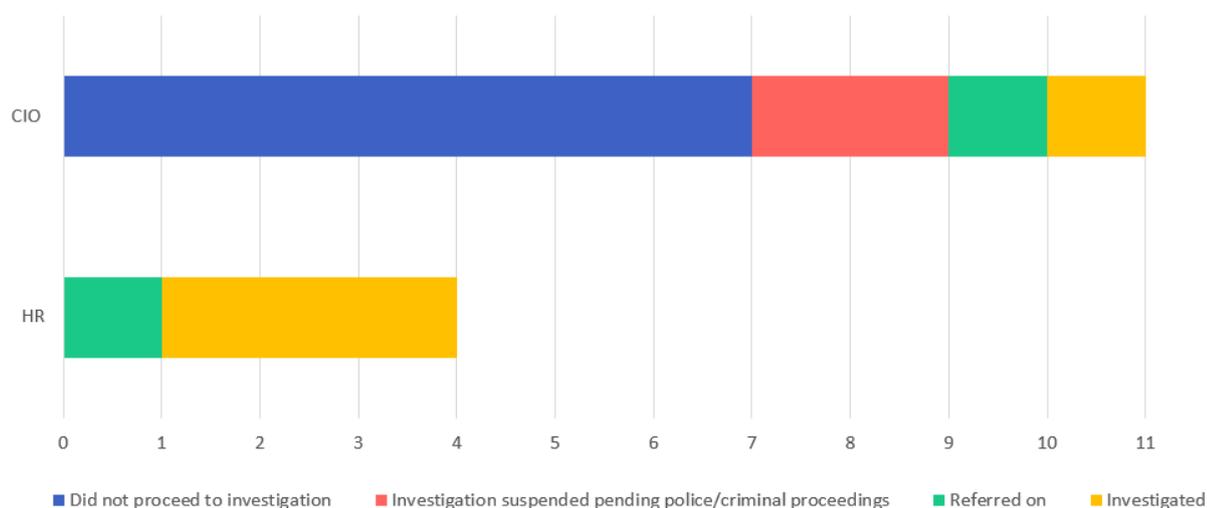


Figure 16: Reports managed by the CIO and HR

One report involving unwelcome sexual contact was investigated by the CIO; the outcome was that the incident was substantiated, and the perpetrator (a student) was suspended.

Seven reports managed by the CIO did not proceed to investigation. These included four reports that were outside the scope of applicable UNSW policy or procedure, due to the reported incidents occurring in private residences. For two reports, there was insufficient information to investigate and for the final one the person affected did not consent.

The outcomes of the four reports managed by HR were:

- One had insufficient evidence to substantiate the allegations
- One was referred to the Police
- One is under investigation (at the time of publication)
- One has been processed under the Enterprise Agreement. This report involved sexual harassment. The staff member has been given guidance and counselling by the Head of School.

Enterprise Agreement

Complaints made by UNSW staff against staff will be addressed in accordance with the UNSW [Staff Complaint Procedure](#). Complaints made against staff by students or other third parties are generally handled under the applicable UNSW Enterprise Agreement. In circumstances where it has been alleged that a staff member has breached the [Staff Code of Conduct](#), UNSW must follow the process as outlined in the relevant [Enterprise Agreement](#) for Professional or Academic staff (as applicable).

Referrals and reports to police

A person affected can, if they choose, report an incident of sexual assault to the police. Staff are made aware of their obligation not to conceal a serious indictable offence in NSW in accordance with s316 Crimes Act 1900. Wherever possible and appropriate, UNSW will consult with the person affected prior to notifying police in accordance with the legislation.

In 2021, there were no s316 reports made to the NSW Police.

09 | Support services



Commitment 4: providing support to those who report sexual misconduct.

There are a range of services available to support those who are affected by sexual misconduct. The services listed below are free and confidential. Support services that are available include those services provided by UNSW as well as services that are independent from UNSW. In addition, there are specific support services to support particular groups of people.

Information about the support services that are available to those affected by sexual misconduct is publicly available on the UNSW [Sexual Misconduct](#) website under [Support](#) by:

1. Support within UNSW

2. Support outside UNSW

1. Support within UNSW

A range of support services are provided for students and staff on campus including:

- i. First Responders
- ii. Campus security
- iii. Psychology & Wellness (Students)
- iv. Employee Assistance Program (Staff)
- v. UNSW Health Service
- vi. Other student support services

i.UNSW First Responders

Following review of UNSW [First Responders](#) program, it emerged that people were more likely to disclose sexual misconduct in conversations with frontline support staff than to actively seek out a First Responder. Therefore, in December 2021, the network of 49 First Responders were retired and replaced with specially selected group of nine frontline staff, with skills and training to respond to sexual misconduct disclosures as part of their substantive positions in HR and student support services.

ii. Campus Security

UNSW Campus Security provide a 24/7 patrol of the campus, to protect reporters and ensure a rapid response in the event of an incident of sexual misconduct. Campus Security can also be contacted 24/7 directly on 9385 6666. In addition to calling 000 for an emergency:

1. [Help Points](#) are strategically located across the campus. Pressing the red button connects directly to UNSW Security.
2. There is a free UNSW night [shuttle bus](#) to transport staff and students from any campus location to a parked car, bus, or tram stop between 7pm and 11:30pm (excluding public holidays).
3. The [StaySafe at UNSW](#) app provides rapid access to Security, including emergency contacts, requesting a security escort, track the night security bus or use the Friends Walk feature. The app also features a torch, alarm and security tips to aid safety.

iii. Psychology and Wellness (Student support)

[Psychology and Wellness](#) (formerly Counselling & Psychological Services) provides free confidential telehealth and face-to-face counselling sessions to all UNSW students.

In late 2020, [Mental Health Connect](#) was set-up as a first point of contact for students wanting to access mental health support on and off-campus. To access Mental Health Connect, students would be required to complete an [online confidential form](#) and book in an intake appointment. If a student requires assistance after-hours they can call UNSW Mental Health Support line, 5pm - 9am and weekends on 1300 787 026. International students not in Australia can call +61 2 89050307 (available 24/7).

iv Employee Assistance Program (Staff support)

The Employee Assistance Program (EAP) provides free, confidential face-to-face or telephone counselling for all for UNSW staff and their immediate family members. Staff and their families can call Benestar on 1300 360 364 or create a BeneHub account to access EAP services anywhere, anytime.

UNSW managers can also contact Benestar to access specific supervisor support about difficult staffing matters and conversations through the Manager Assist service.

v. UNSW Health Service

The [UNSW Health Service](#) offers face-to-face appointments and telehealth appointments to students, staff and members of the local community. Confidential appointments with a doctor can be made by calling 9385 5425.

vi. Other student support services

- [Residential Colleges](#) - Each College has complaint procedures and support available.
- [International Student Support Advisors](#) - Support for international students.

- [Student Support and Success](#) - Confidential consultations for students requiring educational support, or advice on UNSW policies and procedures: call 9385 4734.
- Ally Network for LGBTIQ+ (students and staff).
- [Nura Gili](#) - Support for Aboriginal and Torres Strait Islander students.
- [Legal Services](#) - Legal advice and advocacy for students.
- [Women's Collective at Arc](#) - Contact the Student Representative Council.

2. Support outside of UNSW

A range of support services are provided for students and staff on campus including:

-
- i. 1800RESPECT
 - ii. Medical & Counselling
 - iii. Womens support
 - iv. Mens support
 - v. LGBTIA+ support
 - vi. Police support
 - vii. Legal support

i. 1800RESPECT - 1800 737 732

The national sexual assault, domestic and family violence counselling service is called [1800RESPECT](#). It provides support for people experiencing, or at the risk of experiencing, violence and abuse, as well as their friends and family and professionals.

ii. Medical and Counselling in Sydney, NSW

Royal Prince Alfred Hospital Camperdown is the specialist sexual assault service closest to UNSW for young people aged 14 years and older.

- Eastern & Central Sydney Sexual Assault Service, Royal Prince Alfred Hospital, Camperdown. Daytime phone number (02) 9515 9040. After-hours phone number: (02) 9515 6111

Other medical and counselling services in Sydney include:

- [NSW Health Sexual Assault Services](#) - Counselling and medical assistance
- [Sydney Sexual Health Centre](#) - LGBTIQ safe place
- [NSW Rape Crisis Centre](#) - Call 1800 424 017
- [Domestic Violence Information](#) - With 24/7 contact numbers
- [National Home Doctor Service](#)
- [The Albion Centre](#) - A multidisciplinary public health care facility with a primary focus on HIV management

- [NSW Victims Services](#) - Help for victims of sexual assault. Victims Access Line - 1800 633 063 and Aboriginal Contact Line - 1800 019 123
- [Lifeline](#) - 24-hour mental health help and crisis line.

The [ACT Health: Forensic and Medical Sexual Assault Care \(FAMSAC\)](#) is Canberra's specialist sexual assault service. Tel: 02 6244 2185 or call the Canberra Hospital switchboard on 02 6244 2222.

1. [Canberra Rape Crisis](#) For Women and Girls (02) 6247 2525. Text only (for hearing impaired): 0488 586 518 7.00am-11.00pm 7 days. For Men (02) 6287 3935 9am-5pm Weekdays only. Forensic Medical Care 24/7 call-out (02) 6247 2525

iii. Women's Support

- [Sydney Women's Counselling Centre](#)
- [Rape & Domestic Violence Services Australia](#) To stop sexual assault, domestic and family violence. Sexual Assault Counselling Australia: 1800 211 028

iv. Men's Support

- [Mensline Australia](#) - Support for Australian men, anywhere, anytime. Call 1300 78 99 78
- [Survivors and mates support network](#) - Support network that gives voice and agency to male survivors and their supporters. Call 1800 4 72676

v. LGBTIQ+

- [Another Closet](#) - Domestic and family violence support for LGBTIQ+
- [Here and Now: Trans care after a sexual assault](#)
- [QLife](#) - Provides anonymous and free LGBTI peer support and referral for people in Australia wanting to talk about sexuality, identity, gender, bodies, feelings or relationships.
- [ReachOut](#) – online mental health service

vi. NSW Police

In the event of an emergency 000 should be called. There are two different ways to report incidents of sexual assault to the NSW Police:

1. Contact the nearest Police station and make a formal report. [NSW Police Assistance Line](#) - For non-emergencies and general enquiries including contacting the nearest Police Station
2. Complete the [Sexual Assault Reporting Option \(SARO\)](#) Questionnaire, which is an online form for those who elect to not make a formal report to the Police.

Further information on these options can be obtained from the [NSW Police Adult Sexual Assault](#) website.

vii. Legal Support

A range of legal support services are provided to students and staff of UNSW including:

- [International Student Legal Service NSW](#) - provides international students with free, confidential legal advice

- [Kingsford Legal Centre](#)
- [LawAccess NSW](#) - A free government telephone service that provides legal information, referrals and in some cases, advice for people who have a legal problem in NSW.
- [Redfern Legal Centre](#)
- [Women's Legal Services NSW](#)- A community legal centre providing women across NSW with a range of free legal services. Contact Line 1800 801 501. Telephone Interpreter Service 13 14 50.

10 | Key Priorities for 2022



11 | Key terms

Key terms used throughout this report include:

Term	Description
Arc	Student organisation at UNSW
CIO	Conduct & Integrity Office
Consent	<p>A person consents when they freely and voluntarily agree to behaviour, understanding what they are doing and who they are doing it with. A person can't consent if they are:</p> <ul style="list-style-type: none"> • asleep or unconscious • significantly affected by drugs or alcohol • intimidated, coerced or threatened • held against their will • tricked, or under a mistaken belief, about the identity of the other person involved. <p>A person cannot consent if they lack the capacity to understand what is taking place because of a cognitive disability, or because they are under 16.</p> <p>A person might not consent to behaviour even though they were, or are, in a relationship.</p>
Disclosure	A disclosure of sexual misconduct is where a person affected tells another person about an incident that happened to them or that they have witnessed or become aware of.
EDI	Division of Equity Diversity & Inclusion
GVRN	Gendered Violence Research Network
Portal Response Team	The Portal Response Team is resourced by a highly skilled and experienced team of professionals from within the Gendered Violence Research Network.
Report	A report of sexual misconduct is made by a person affected or someone on their behalf in the Sexual Misconduct Reporting Portal (the Portal)
SASH	Sexual Assault and Sexual Harassment
Sexual Assault	Under NSW and ACT law, sexual assault means engaging in certain sexual acts (such as intercourse and oral sex) with a person without their consent, when you know they don't consent, or you don't care whether they consent. There is more guidance about what may amount to sexual assault available on the Justice NSW website.
Sexual Harassment	<p>Sexual harassment occurs where there is an unwelcome sexual advance, or other unwelcome sexual behaviour, towards another person, in circumstances where it can reasonably be expected that the person will feel intimidated, humiliated or offended by the behaviour. The person's age, religious beliefs, race or ethnic origin might be relevant in considering their likely reaction to the behaviour. The unwelcome behaviour might involve a request for sexual contact, but there are other types of conduct which can amount to harassment.</p> <p>In the context of certain activities and relationships, sexual harassment is unlawful under anti-discrimination legislation. For example, sexual harassment of students by staff of the University is unlawful, as is sexual harassment of staff by students. It is also unlawful for a staff member of the University to sexually harass another staff member. Other examples of unlawful sexual harassment are where the relevant behaviour is by a person offering accommodation or goods or services to the person harassed.</p> <p>Where the unwelcome sexual behaviour consists of stalking or intimidation, that behaviour may amount to a crime. This will be the case where the stalker intends to</p>

	<p>frighten the person stalked. Stalking and intimidation need not involve actually following a person; they may occur through phone calls, texting, emailing or social media contacts. Sexual harassment doesn't necessarily involve physical acts and may take many forms.</p> <p>Some unwelcome behaviour which might amount to sexual harassment includes:</p> <ul style="list-style-type: none"> • sending sexually explicit texts, emails or other social media messages • intrusive questions or statements about a person's private life • displaying posters or screen savers of a sexual nature • sexual jokes and comments • insults or taunts of a sexual nature • leering or staring • asking for sex. <p>There is more guidance about what may amount to sexual harassment available on the Australian Human Rights Commission website.</p>
Sexual Misconduct	Sexual misconduct includes sexual harassment or sexual assault, indecent assault, an act of indecency, conduct involving child abuse material, making or distributing sexually explicit photos or videos, or certain other behaviours of a sexual nature which are crimes in NSW and the ACT. Sexual misconduct can involve behaviour by a person of any sex and any gender. It can occur between strangers or those who know each other well, including those involved in a consensual intimate relationship.
Sexual touching and sexual act	Under NSW [and ACT law], both sexual touching and sexual acts are crimes. Sexual touching involves touching another person in a sexual way (for example, on a person's breasts or genitals), or threatening to do so, without the person's consent. A sexual act involves doing something of a sexual nature towards another person without their consent (for example, masturbating in front of another person).
Sexually Explicit Photos or Videos	<p>Creating or distributing sexually explicit or intimate photos or videos of a person without their consent, or threatening to do so, is treated by UNSW as sexual misconduct. The description for Consent also applies in this context. It's important to emphasise that just because a person is, or was, in a relationship, or engaged in consensual sexual activity, doesn't mean they consent to the sharing of sexually explicit or intimate images of them.</p> <p>In NSW it is a crime to share or record intimate images or videos without consent. The law covers photos and videos of private body parts or a person engaging in a private act, like undressing, showering or having sex.</p>
UNSW Community	<p>Comprises University students, staff members and affiliates, including alumni:</p> <ul style="list-style-type: none"> • on UNSW campuses and facilities, including the live-in accommodation at Australian Defence Force Academy (ADFA) Canberra • in virtual spaces (including online forums, communities and platforms) arranged or facilitated by UNSW or where the virtual space is connected to UNSW study or the student experience • while using UNSW information and communication technology resources • at any premises where research study or work integrated learning is undertaken as part of a UNSW activity including but not limited to placements, internships, exchanges, fieldwork, or other types of practicums • while students or student affiliates are representing UNSW (e.g. at social and sporting events, cultural activities, competitions, conferences), including within student clubs or whilst on exchange • between UNSW student and a UNSW staff and affiliates • at University owned, operated or affiliated accommodation • at separate legal entities controlled by the University • at Arc and associated UNSW student society and club activities.

Appendix 1 – 2021 Data

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Status	Outcome of investigation
1	UNSW student	<72 hours	Co-Student	Sexual Assault	Consent provided for UNSW to investigate	Investigation suspended pending court outcome. Support provided to the person affected.
2	UNSW student	<72 hours	Known person	Sexual Assault	Report Only	
3	Member of the public	>1 year_<3 years	Known person	Online Behaviours	Report Only	
4	Member of the public	>1 year_<3 years	Known person	Online Behaviours	Report Only	
5	UNSW student	<72 hours	Student-Staff	Other	Report Only	
6	Former UNSW staff	<12 months	Co-Staff	Other	Report Only	
7	UNSW student	<12 months	Co-Student	Sexual Touching	Report Only	
8	UNSW student	<72 hours	Co-Student	Sexual Harassment	Report Only	
9	UNSW staff	>1 year_<3 years	Co-Staff	Sexual Harassment	Report Only	
10	UNSW student	<72 hours	N/A	Online Behaviours	Report Only	
11	UNSW affiliated	No Response	Known person	Sexual Assault	Report Only	
12	UNSW student	<72 hours	Ex-Partner	Sexual Touching	Report Only	
13	UNSW student	<12 months	Co-Student	Sexual Touching	Report Only	
14	UNSW student	<12 months	Co-Student	Sexual Touching	Report Only	
15	UNSW student	<12 months	Co-Student	Sexual Touching	Report Only	
16	UNSW student	<12 months	Co-Student	Other	Report Only	
17	UNSW student	>1 year_<3 years	Co-Student	Sexual Act	Report Only	
18	UNSW student	<12 months	Co-Student	Sexual Harassment	Report Only	

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Status	Outcome of investigation
19	UNSW student	<72 hours	Co-Student	Sexual Harassment	Consent provided for UNSW to investigate	Investigation did not proceed. Insufficient information provided. Support provided to the person affected.
20	UNSW student	<12 months	Co-Student	Sexual Touching	Report Only	
21	UNSW student	>1 year_<3 years	Co-Student	Sexual Harassment	Report Only	
22	Alumni of UNSW	>5 years	Student-Staff	Sexual Harassment	Report Only	
23	Alumni of UNSW	>10years	Student-Staff	Sexual Assault	Report Only	
24	UNSW student	<72 hours	Stranger	Sexual Assault	Report Only	
25	UNSW student	<12 months	Known person	Sexual Harassment	Report Only	
26	UNSW student	>3 years_<5 years	Co-Student	Sexual Harassment	Report Only	
27	UNSW student	<12 months	Co-Student	Sexual Harassment	Report Only	
28	UNSW student	<12 months	Co-Student	Sexual Assault	Report Only	
29	UNSW staff	<12 months	Student-Staff	Sexual Harassment	Report Only	
30	UNSW student	No Response	N/A	Sexual Assault	Report Only	
31	UNSW student	<12 months	Co-Student	Sexual Assault	Consent provided for UNSW to investigate	Substantiated. Student was suspended.
32	UNSW student	<72 hours	Co-Student	Sexual Harassment	Report Only	
33	UNSW student	<12 months	Co-Student	Unclear from report	Report Only	
34	UNSW student	<12 months	Co-Student	Sexual Harassment	Report Only	
35	UNSW student	<12 months	Co-Student	Sexual Harassment	Report Only	

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Status	Outcome of investigation
36	UNSW affiliated	<12 months	Known person	Sexual Touching	Consent provided for UNSW to investigate	Unsubstantiated. Insufficient evidence to substantiate allegations.
37	UNSW student	<12 months	Co-Student	Sexual Touching	Report Only	
38	UNSW student	<12 months	Student-Staff	Sexual Assault	Report Only	
39	UNSW student	<72 hours	Student-Staff	Sexual Assault	Report Only	
40	UNSW student	<12 months	Co-Student	Sexual Assault	Report Only	
41	UNSW student	<12 months	Co-Student	Sexual Touching	Report Only	
42	UNSW student	>1 year_<3 years	Student-Staff	Sexual Harassment	Consent provided for UNSW to investigate	Substantiated. Guidance and counselling provided.
43	UNSW student	<12 months	Co-Student	Sexual Touching	Report Only	
44	UNSW student	<12 months	Co-Student	Sexual Assault	Consent provided for UNSW to investigate	Investigation did not proceed - outside scope of procedure. Support provided to the person affected.
45	UNSW student	>1 year_<3 years	Co-Student	Sexual Assault	Consent provided for UNSW to investigate	Investigation did not proceed - outside scope of procedure. Support provided to the person affected.
46	UNSW student	<12 months	Co-Student; Stranger	Other	Report Only	
47	UNSW student	<72 hours	Ex-Partner	Other	Report Only	
48	UNSW student	<12 months	Co-Student; Partner	Sexual Assault	Report Only	
49	Alumni of UNSW	>1 year_<3 years	Co-Student	Sexual Assault	Consent provided for UNSW to investigate	Investigation suspended pending police investigation. Support provided to the person affected.
50	UNSW student	<72 hours	Co-Student	Sexual Assault	Report Only	
51	UNSW student	<72 hours	Co-Student	Online Behaviours	Report Only	
52	UNSW student	<12 months	Co-Student	Sexual Assault	Report Only	
53	UNSW student	<72 hours	Co-Student	Sexual Act	Report Only	

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Status	Outcome of investigation
54	UNSW student	No Response	Co-Student	Sexual Harassment	Report Only	
55	UNSW student	<12 months	Co-Student	Sexual Assault	Consent provided for UNSW to investigate	Investigation did not proceed. Insufficient information provided. Support provided to the person affected.
56	Member of the public	No Response	N/A	Online Behaviours	Report Only	
57	UNSW staff	<12 months	Student-Staff	Online Behaviours	Report Only	
58	UNSW student	No Response	N/A	Sexual Assault	Consent provided for UNSW to investigate	Investigation did not proceed - outside scope of procedure. Support provided to the person affected.
59	UNSW student	<72 hours	Stranger	Sexual Harassment	Report Only	
60	UNSW student	>1 year_<3 years	Co-Student	Sexual Assault	Consent provided for UNSW to investigate	Investigation did not proceed - outside scope of procedure. Support provided to the person affected.
61	UNSW affiliated	<12 months	Co-Affiliates	Sexual Harassment	Report Only	
62	UNSW student	<12 months	Co-Student	Sexual Assault	Report Only	
63	UNSW student	<12 months	Co-Student	Sexual Touching	Report Only	
64	UNSW student	>3 years_<5 years	Co-Student	Sexual Assault	Report Only	
65	UNSW student	<12 months	Co-Student	Sexual Assault	Consent provided for UNSW to investigate	Matter referred to Arc.
66	UNSW student	<12 months	Co-Student	Sexual Assault	Report Only	
67	UNSW student	<12 months	Student-Affiliate	Sexual Harassment	Report Only	
68	UNSW staff	<12 months	Co-Staff	Sexual Harassment	Report Only	

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Status	Outcome of investigation
69	UNSW student	>1 year_<3 years	Co-Student	Online Behaviours	Report Only	
70	UNSW student	<12 months	Co-Student	Information Not Available	Report Only	
71	UNSW student	<72 hours	Co-Student	Sexual Touching	Report Only	
72	UNSW staff	<12 months	Co-Staff	Sexual Harassment	Consent provided for UNSW to investigate	Investigation did not proceed. Reporter disengaged with investigation. Support provided to the person affected.
73	UNSW student	<12 months	Student-Staff	Online Behaviours	Report Only	
74	UNSW student	<12 months	Stranger	Sexual Assault	Report Only	
75	UNSW student	<12 months	Student-Affiliate	Sexual Harassment	Report Only	
76	UNSW student	<12 months	Student-Staff	Sexual Harassment	Consent provided for UNSW to investigate	Investigation did not proceed. Persons affected did not consent to investigation. Support provided to the persons affected.
77	UNSW staff	>5 years	Student-Staff	Sexual Assault	Consent provided for UNSW to investigate	Under investigation.
78	UNSW Student	Unsure	N/A	Past Trauma	Report Only	
79	UNSW Student	Unsure	N/A	Historic Abuse	Report Only	
80	UNSW Student	Unsure	N/A	Historic Abuse	Report Only	
81	UNSW Student	Unsure	N/A	Historic Abuse	Report Only	
82	UNSW Student	Unsure	N/A	Historic Abuse	Report Only	
83	UNSW Student	Unsure	N/A	Sexual Assault	Report Only	
84	UNSW Student	Unsure	N/A	Historic Abuse	Report Only	
85	UNSW Student	Unsure	N/A	Historic Abuse	Report Only	
86	UNSW Student	Unsure	N/A	Sexual Harassment	Report Only	
87	UNSW Student	Unsure	N/A	Sexual Harassment	Report Only	
88	UNSW Student	Unsure	N/A	Sexual Assault	Report Only	

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Status	Outcome of investigation
89	Member of the public	Unsure	N/A	Child Sexual Abuse	Report Only	
90	UNSW Student	Unsure	N/A	Sexual Assault	Report Only	
91	UNSW Student	Unsure	Family	Child Sexual Abuse	Report Only	
92	UNSW Student	Unsure	Known person	Sexual Assault	Report Only	
93	UNSW Student	Unsure	Known person	Sexual Assault	Report Only	
94	UNSW Student	Unsure	Known person	Sexual Assault	Report Only	
95	UNSW Student	Unsure	Family	Sexual Assault	Report Only	
96	UNSW Student	Unsure	N/A	Sexual Assault	Report Only	
97	UNSW Student	Unsure	N/A	Sexual Assault	Report Only	
98	UNSW Student	Unsure	Co-Student	Sexual Assault	Report Only	
99	UNSW Student	Unsure	Known person	Sexual Assault	Report Only	
100	UNSW Student	Unsure	Known person	Family Violence	Report Only	
101	UNSW Student	Unsure	Ex-Partner	Sexual Assault	Report Only	
102	UNSW Student	Unsure	Known person	Sexual Assault	Report Only	
103	UNSW Student	Unsure	N/A	Child Sexual Abuse	Report Only	
104	UNSW Student	Unsure	N/A	Sexual Assault	Report Only	
105	UNSW Student	>10 years	Family	Sexual Assault	Report Only	
106	UNSW Student	>10 years	Friend	Unclear from report	Report Only	
107	UNSW Student	>10 years	N/A	Sexual Assault	Report Only	
108	UNSW Student	Unsure	Co-Student	Sexual Assault	Report Only	
109	UNSW Student	Unsure	Co-Student	Sexual Assault	Report Only	
110	UNSW Student	Unsure	N/A	Unclear from report	Report Only	
111	UNSW Student	Unsure	N/A	Child Sexual Abuse	Report Only	
112	UNSW Student	Unsure	N/A	Child Sexual Abuse	Report Only	

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Status	Outcome of investigation
113	UNSW Student	Unsure	N/A	Sexual Assault	Report Only	
114	UNSW Student	Unsure	Family	Sexual Assault	Report Only	
115	UNSW Student	Unsure	N/A	Sexual Assault	Report Only	
116	UNSW Student	Unsure	Family	Sexual Assault	Report Only	
117	UNSW Student	Unsure	Co-Student	Sexual Harassment	Report Only	
118	UNSW Student	Unsure	N/A	Sexual Harassment	Report Only	
119	UNSW Student	Unsure	N/A	Sexual Harassment	Report Only	