

2020 Annual Report

Sexual Misconduct

1 January – 31 December 2020

TRIGGER WARNING:

This report, and webpages it links to, contain information about sexual misconduct which may be triggering for survivors. If you would like to discuss anything that this report brings up for you, please phone 1800Respect, the national sexual assault, domestic and family violence counselling and information service on 1800 737 732 or visit their [website](#).

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 first, of what will be, a publicly available annual report on sexual misconduct prevention and response at UNSW.

Acknowledgements

This Report has been prepared by Bronwyn Greene, Director, **UNSW Conduct and Integrity Office (CIO)** and Chair of the Sexual Misconduct Risk and Review Group, and Patrick Sheehy, Complex Case Manager, CIO in the Division of Equity Diversity and Inclusion (EDI).

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** members including:
 - **Jan Breckenridge**, Head of School of Social Sciences and Convenor, Gendered Violence Research Network
 - **Doug Nairn**, Head of Employee Relations
 - **Kim Pettigrew**, Legal Counsel
 - **Mailin Suchting**, Manager, Gendered Violence Research Network
 - **Kate Wilson**, Director, Diversity & Inclusion, Division of EDI
 - **Tim Wong**, Gendered Violence Research Network
- **Natalina Arena**, Data and Systems Analyst, CIO
- **Ursula Brown**, Executive Officer, Division of EDI
- **Farhana Laffernis**, Senior Diversity & Inclusion Officer, Division of EDI.

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About the Conduct and Integrity Office (CIO)

The Conduct and Integrity Office sits within the Division of Equity Diversity and Inclusion. 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:

- Student conduct and integrity.
- Student complaints.
- Research integrity.
- Reports of wrongdoing.
- Reports of sexual misconduct.
- External complaints.
- Complaints management system & reporting.

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

01 | At a glance

Sexual misconduct is unacceptable at UNSW.



Comprehensive prevention & response strategy in place (p3)



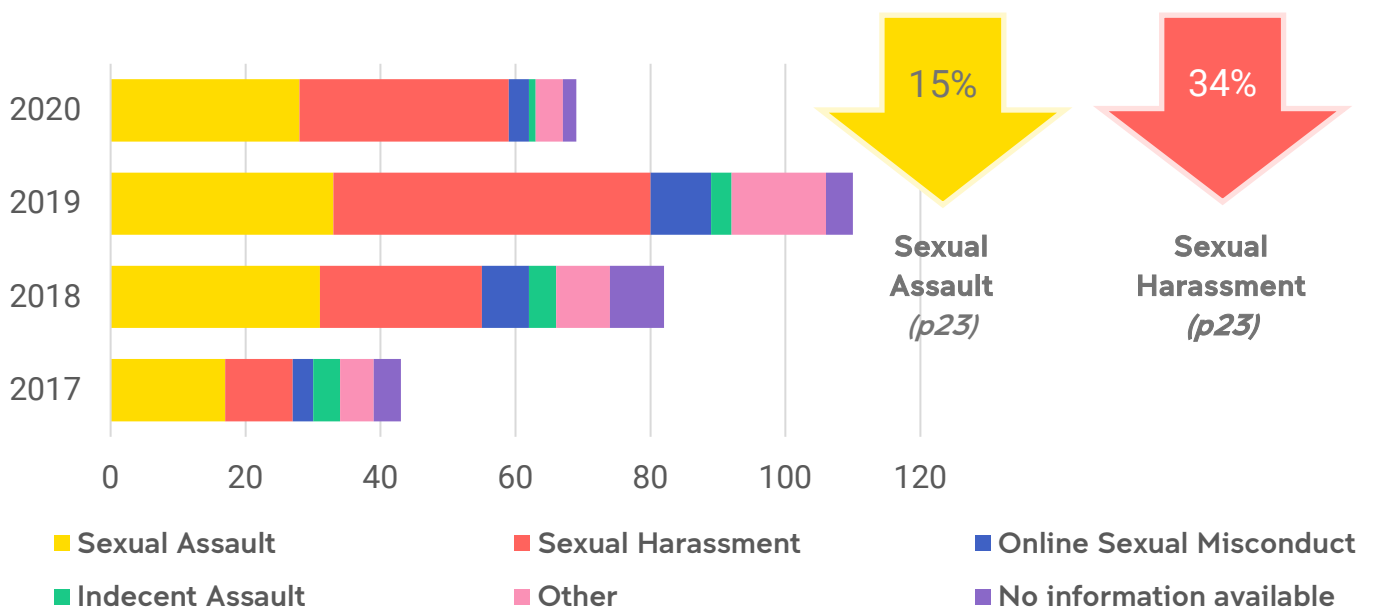
The Sexual Misconduct Risk & Review Group was established in 2020 (p6)



96% staff completed sexual misconduct eLearning (p10)



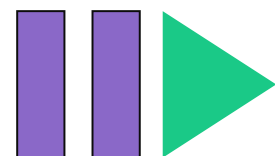
Satisfaction with Gendered Violence training (p15)



>50% of sexual misconduct incidents occurred off campus (p24)



25% of reporters wanted options for support or action (p27)



22% of reporters did not want immediate action taken (p27)

02 | Background

Talk about it

For over three decades, the National Union of Students (NUS), Women's Officers at individual universities and gender equality advocates have been raising their concerns about institutional responses to student complaints of campus sexual assault and sexual harassment, deficient support services and minimal prevention strategies. The 2015 NUS '[Talk About It](#)' student survey pointed to a clear dissatisfaction with Australian university responses to sexual misconduct. Most survey respondents did not know how they should report such conduct and they did not expect to be believed. Many feared that they would be blamed for the incident.¹

The Hunting Ground & On Safe Ground

Following the Australian release of the US documentary [The Hunting Ground](#), that UNSW was one of the first universities to screen in 2015, the UNSW Australian Human Rights Centre (now Institute) was commissioned to undertake a major research project, which engaged students and produced [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](#).



Respect. Now. Always & Change the Course

The above reports informed the 2016 Universities Australia [Respect. Now. Always](#) initiative. At the request of Australia's then 39 universities, Universities Australia commissioned the Australian Human Rights Commission (AHRC) to conduct a national, independent survey of university students to gain greater insight into the nature, prevalence and reporting of sexual assault and sexual harassment at Australian universities. In 2017 the AHRC delivered the report [Change the Course](#), which provided an empirical basis across universities for more targeted, ongoing activities, directed at addressing and preventing sexual assault and harassment at UNSW.

The Change the Course report found one in five students (21%) who responded to the survey, experienced sexual harassment in a university setting in 2016 and 1.6% of students reported experiencing sexual assault in a university setting on at least one occasion in 2015 or 2016. In addition, it reported that 94% of students who were sexually harassed and 87% who were sexually assaulted, did not make a formal complaint to their university. Their reasons for not reporting included a fear that they would not be believed by the university, a perception that the conduct was 'not serious enough' to warrant making a report, concerns that the reports would not be treated confidentially and the perception that no action would be taken. Additional reasons included a fear of being victimised or discriminated against and a belief that the reported conduct was 'just part of Australian culture.'²

¹ Sloane, C & Fitzpatrick, K. 2015. 'Safe Universities Blueprint: Talk About It Survey Results Recommendations'. *National Union of Students*. [online] talk-about-it-survey-results-and-recommendations.pdf (d3n8a8pro7vhmx.cloudfront.net)

² Gebicki, C., Pomeroy, R., Flynn, G., Grogan, N., Hunt, E., Bell, J., Raman, K.N., and Meagher, A.. 2017. 'Change The Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities'. *Australian Human Rights Commission*. August 2017. [online] [Change The Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities \(2017\)](http://Change-The-Course-National-Report-on-Sexual-Assault-and-Sexual-Harassment-at-Australian-Universities-2017) | Australian Human Rights Commission

TEQSA Report to the Minister for Education

In January 2019, TEQSA provided a report to the Minister for Education on the sector response to the issues of sexual assault and sexual harassment. It reported that most universities had accepted the recommendations made in ***Change the Course*** and that Universities Australia has supported universities well through the Respect. Now. Always. campaign. During reaccreditation, TEQSA will be requesting specific supporting evidence from universities to ensure that appropriate prevention and response measures are in place.

Recent media reports

There have been a number of reports of sexual misconduct connected to the higher education sector and in particular, the alleged mishandling of such reports. In August 2018, the University of Queensland, in response to its handling of a sexual assault incident stated in a letter to survivor support organisation End Rape on Campus Australia: *“The University does not claim that its management of [person affected] complaint has been perfect. It also acknowledges there are some matters that, with the benefit of hindsight, it could have handled better.”*³

In August 2020, the South Australian ICAC released a public statement about a matter in which they found that the [now former] University of Adelaide’s Vice-Chancellor *“engaged in conduct that was entirely inappropriate by treating the women with egregious disrespect. It was all the worse having regard to his position within the University and the two women’s relative positions in the University.”*⁴

UNSW response

UNSW continues to respond to these reports with a range of initiatives designed to prevent and respond to sexual misconduct connected to the UNSW Community. This report documents these initiatives and the university’s response to reports of sexual misconduct.

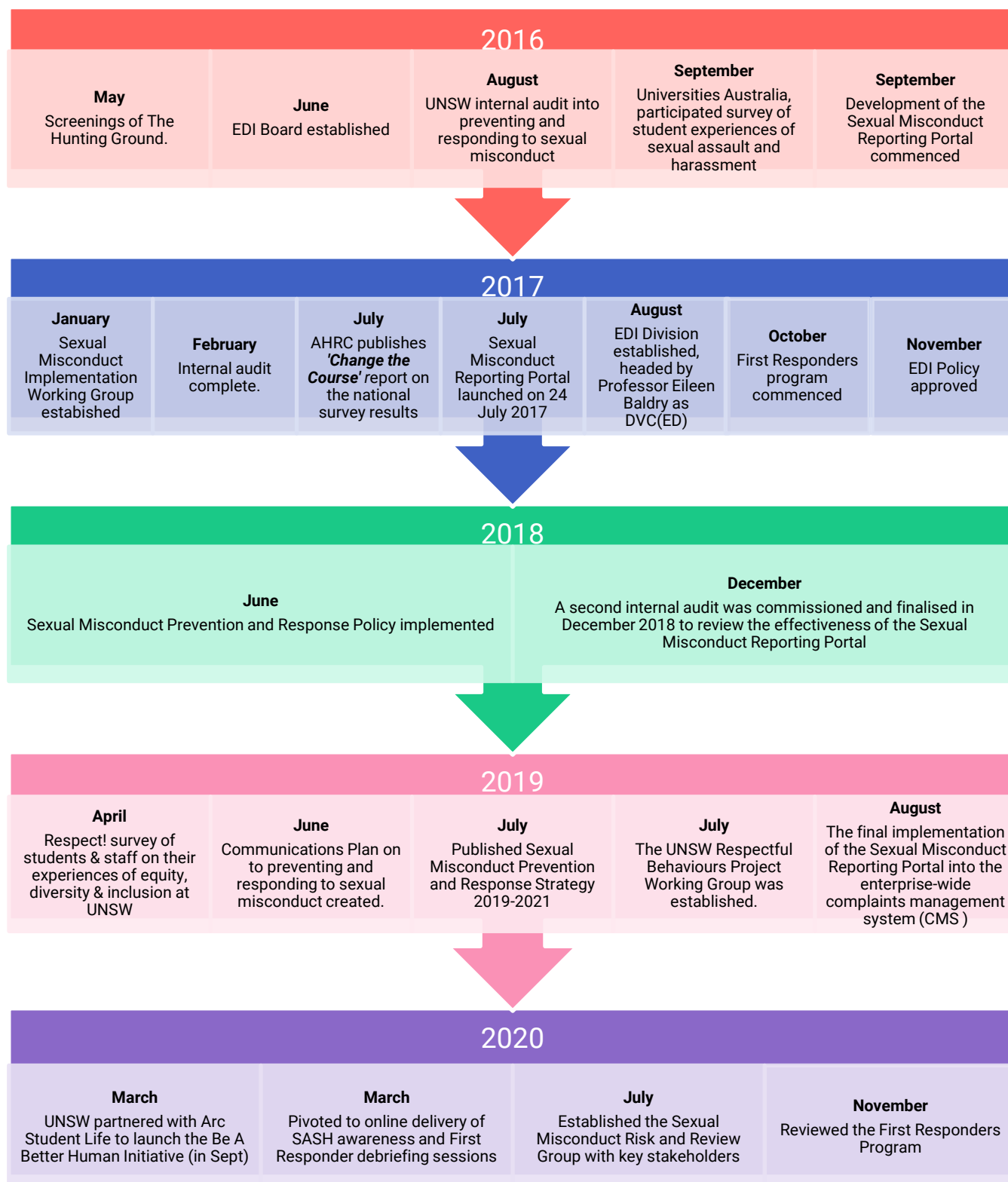


³ Hoj, P. 2018. 'Ms Isabel Martins – Complaint against [redacted]', *The University of Queensland*, 23 November 2018. [online] <https://origin.go.theaustralian.com.au/wp-content/uploads/2021/05/UQ-Letter-from-VC-23112018.pdf>

⁴ Lander, B. 2020. 'Statement about an investigation: Misconduct by the Vice-Chancellor of the University of Adelaide'. A Statement by the Hon. Bruce Lander QC, Independent Commissioner Against Corruption, *ICAC South Australia*, 26 August 2020. [Online] https://icac.sa.gov.au/sites/default/files/public/ICAC_Statement_About_an_Investigation-University_of_Adelaide.pdf, page 3.

03 | Key achievements

While 2020 was a challenging year to progress initiatives to prevent and respond to sexual misconduct, a number of important initiatives were implemented including the establishment of the **Sexual Misconduct Risk and Review Group**. The image below shows a summary of key achievements over 2016-2020:



04 | Framework - an overview

Sexual misconduct is unacceptable 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 is treated with respect.

The design and implementation of UNSW’s sexual misconduct framework has been informed by the multi-faceted approach underpinning the World Health Organisation’s (WHO’s) four level Social-Ecological Model of Violence Prevention⁵.

The WHO’s Social-Ecological Model of Violence Prevention 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 staff, affiliates and students.



Figure 1: WHO Social-Ecological Model of Violence Prevention

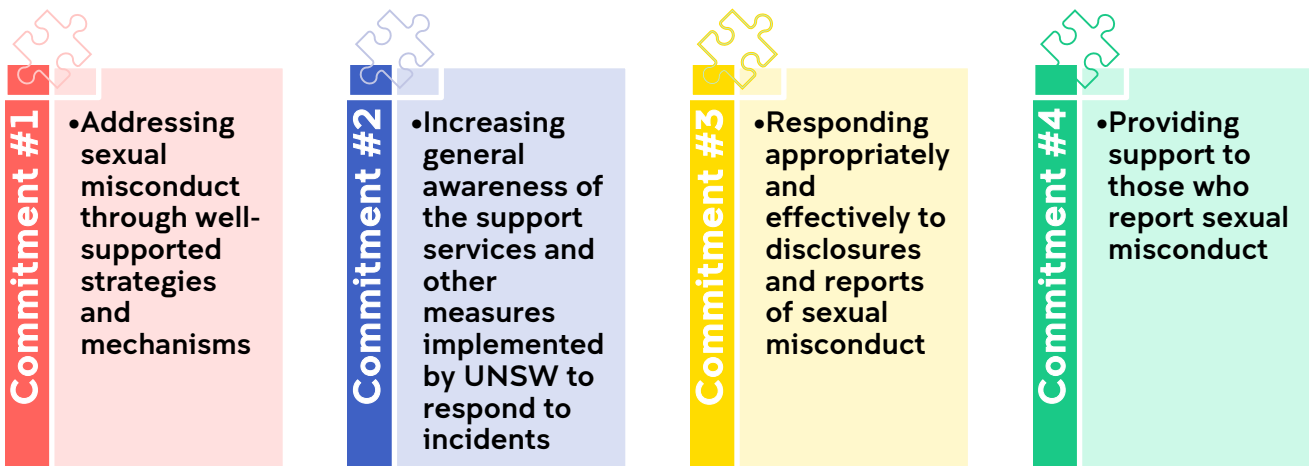


Figure 2: UNSW Sexual Misconduct Prevention & Response Commitments

⁵ 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.

UNSW is committed to addressing sexual misconduct through well-supported strategies and mechanisms, including:

1. Sexual Misconduct Prevention & Response Strategy 2019-2021

2. Sexual Misconduct Prevention & Response Policy

3. EDI Board

4. Sexual Misconduct Risk & Review Group

5. Respectful Behaviours Project Steering Committee

1. Sexual Misconduct Prevention & Response Strategy

The Sexual Misconduct Prevention & Response Strategy 2019-2021 provides guidance and information on how the University will address sexual misconduct, from the implementation of strategies for its prevention, to recognising, reporting and responding to incidents. It also outlines the mechanisms for the regular analysis and assessment of the effectiveness of these strategies with the goal of continual improvement.

2. Sexual Misconduct Prevention & 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](#).

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

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.

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
- 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 & 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.

As a member of [UNSW's Management Board](#), the DVC EDI, as chair, oversees governance and policy setting by the Board, ensuring alignment with the mission, direction and priorities outlined in the Sexual Misconduct Prevention and Response Strategy. The Board is an Advisory Committee to the Deputy Vice Chancellor, Equity Diversity and Inclusion. The Board may make recommendations to the Chair who may take them to the Management Board.

The EDI Board meets quarterly to prioritise initiatives that can improve equity, diversity and inclusion for students and staff, and reviews the progress of goals against the plans and targets including sexual misconduct prevention and response. The EDI Board comprises members from across the following broad groups:

- President & Vice-Chancellor
- Deputy Vice-Chancellor (EDI) – Chair
- Deputy Vice-Chancellor (Academic & Student Life)
- Provost
- Pro Vice-Chancellor (Indigenous)
- Deans of Faculties and Rector, Canberra Campus
- Co-DVC (EDI)
- Head of People & Culture

- Vice-President External Engagement
- Director, UNSW Diversity & Inclusion
- Director, Access & Equity (Students)
- Director, Risk Management
- Diversity Champions
- Chair, Faculty and Divisional EDI Committees
- President Student Representative Council (Student Position)
- Chair Arc@UNSW Board (Student Position)

4. Sexual Misconduct Risk and Review Group

The Sexual Misconduct Risk and Review Group was established in 2020 to enhance UNSW services, processes and outcomes for reporters, bystanders and the UNSW Community, in preventing and responding to reports of sexual misconduct. The Group meets monthly, but more frequently if required.

The Group reports to the Deputy Vice-Chancellor EDI and 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 (Integrity)

Subject matter experts can be co-opted as required, for example, Head of Psychology and Wellbeing, Security, Equitable Learning Services.

All reports of sexual misconduct received at UNSW, including all matters received through the Sexual Misconduct Portal, are examined in the monthly meeting. The Group ensures that any investigations are being undertaken in a timely fashion. Any systemic issues or emerging risk areas 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.

5. Respectful Behaviours Project Steering Committee

The Respectful Behaviours Project Steering Committee continues to monitor progress and advise on a range of prevention activities, including the student collaboration ["Be A Better Human"](#) campaign, the Respect Advisor initiative, and the roll out of the Inclusive Leadership Program. The Director of UNSW Diversity and Inclusion and Co-DVC EDI chair the steering committee, bringing any issues to the attention of the EDI Board.

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.

UNSW is committed to increasing general awareness of the support services and other measures implemented by UNSW to respond to incidents. Extensive awareness raising and training programs for staff and students are in place.

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

1. Awareness raising

2. Staff training and induction

3. Student training and induction

4. First Responder training

5. College and student clubs and societies training

6. Training evaluation

1. Awareness raising

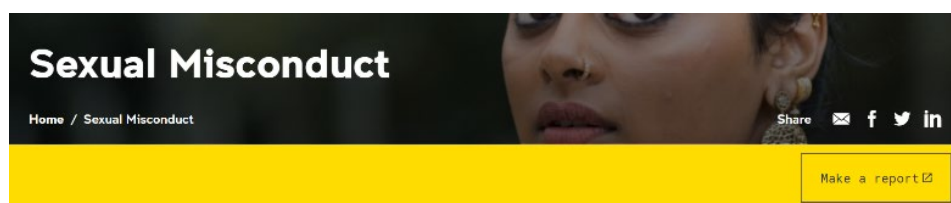
Students and staff are informed by websites, business units and regular communications from the UNSW Vice Chancellor and President Ian Jacobs, that *'Sexual assault, sexual harassment, and other forms of sexual misconduct are not tolerated at UNSW'*. Senior leadership strongly endorses the view that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

Awareness raising for 2020 was challenging due to COVID-19 with most students and staff off campus, nevertheless, a number of initiatives particularly amongst students were implemented in 2020 including:

- i. Sexual Misconduct Website updated
- ii. New video content - What's grey may not be okay
- iii. Be a Better Human campaign
- iv. Respect Week

i. Sexual Misconduct website updated

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



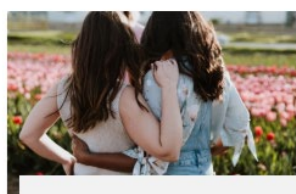
Sexual and gendered violence of all forms is a pervasive reality in today's world.

Being in the education sector, universities have a unique opportunity and responsibility to effect social change and eliminate sexual and gendered violence in our society. These behaviours, values and beliefs are discordant with our values, and codes of conduct. It is our legal, and moral obligation to ensure everyone at UNSW feels safe and is treated with respect.



Make a Report

The Sexual Misconduct Portal allows anyone 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. Reports can be made anonymously and will remain confidential unless specifically stated



Support

Confidential & Free Services
Find the right person or service best placed to give you the support and advice you need



Training

At UNSW we provide annual, comprehensive training sessions for students and staff to prevent and respond to sexual misconduct both on and off campus.

Figure 3: Refreshed sexual misconduct website - <https://www.edi.unsw.edu.au/sexual-misconduct>

ii. What's Grey May Not Be Okay

More accessible resources on sexual misconduct terminology, consent, and reporting have been integrated into ELISE orientation for students. Arc@UNSW and EDI co-developed '[What's Grey May Not Be Okay](#)', a video resource focusing on sexual conduct and consent using scenarios, and information on reporting sexual misconduct.

iii. Be a Better Human

In 2020 the Division of Equity Diversity and Inclusion (EDI) partnered with Arc@UNSW to deliver [Be a Better Human](#), a pan-university campaign promoting respectful behaviour, inclusion, and an active bystander culture at UNSW. Be a Better Human resources include information on gendered violence, enthusiastic consent, and making a report through the sexual misconduct reporting portal. These are hosted on Arc@UNSW's website, and supported by the EDI website, to ensure the content is widely available to students through a variety of channels including websites and social media.

The 'Bystander Pledge' was launched in 2020, inviting students and staff to pledge to be active bystanders. The pledge has been operational on the [Be a Better Human](#) website since 10 September 2020. The active bystander pledge was a call to action for the UNSW community to commit to speaking out against wrongdoing, including sexual misconduct, and to come together to support each other and enact positive changes in our community.

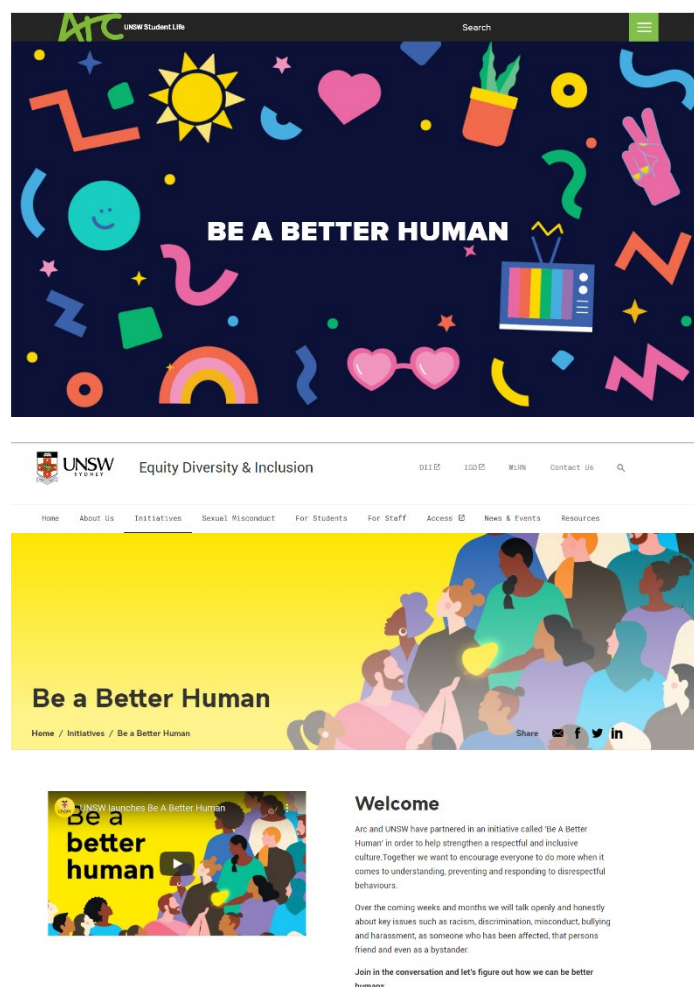


Figure 4: Be a Better Human on [Arc](#) and [EDI](#) websites

iv. Respect Week

UNSW supported Arc@UNSW's '[Respect Week](#)'. Respect Week is a weeklong program of virtual events for students around respectful behaviours. UNSW staff participated in panel discussion events on sexual misconduct alongside student leaders and the GVRN.

Arc@UNSW focused specifically on student-friendly campaigns and initiatives that raise awareness of sexual misconduct, support available, and how to make a report. This included the creation in September 2020, of print collateral and [social media](#) content on affirmative consent.

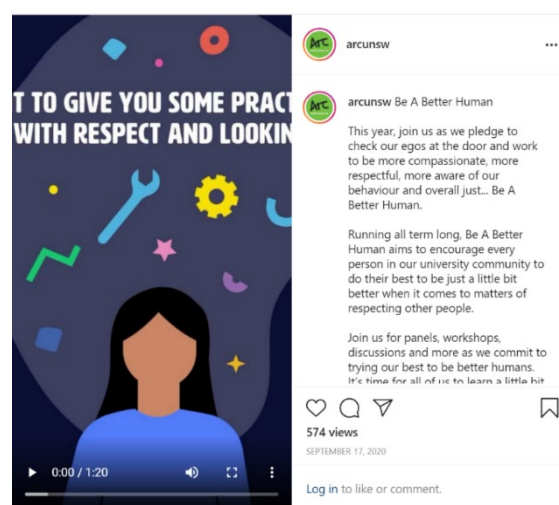


Figure 5: Respect Week social media campaign

2. Staff training and induction

UNSW is committed to providing a fulfilling, rewarding and safe environment all staff, affiliates and students. Essential to this is educating University staff to build 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 general awareness
- iv. Sexual misconduct tailored training

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 training module related to sexual misconduct for staff is [Sex based discrimination and Sexual Misconduct – Awareness and Response](#). Two fifteen-minute self-directed, online, animation modules inform all staff of the nature of sexual harassment and 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.

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 where to report sexual misconduct.

In 2020, because of a targeted campaign to increase staff completion figures, 8013 fixed-term and continuing employees were enrolled in the training and 7660 completed. This translates to a completion rate of 96%. When considering casual employees, this rate drops to 54% as only 27% (1870 out of 6991) casual staff member completed the training in 2020.

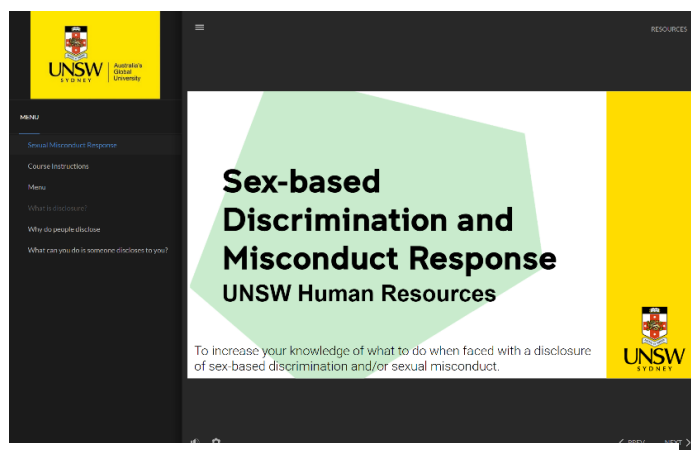


Figure 6: Staff eLearning training module

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. This was rolled out to all staff, including casuals, in 2020.

iii. Sexual misconduct – general awareness – face-to-face training

This training program provides information to staff to increase awareness of sexual misconduct, the components of an appropriate response, and support and referral options. It also confirms the reporting process and emphasises the need to escalate matters of significant concern. This two hour face-to-face training program is run for interested UNSW staff across both the Sydney and Canberra campuses.

At the completion of this program participants are able to:

- Ensure staff can define the different types of sexual misconduct.
- Demonstrate an awareness of the prevalence of sexual misconduct in Australia.
- Identify the ways in which sexual misconduct can affect the victim as well as those around them.
- Demonstrate an appropriate response to a disclosure of sexual misconduct.
- Identify appropriate referrals.
- Confirm appropriate reporting process and circumstances requiring escalation.

In 2019 a new format was offered to specific UNSW business units, however, with the impact of COVID-19, this face-to-face training program was disrupted in 2020. In 2019, 29 staff attended, with a total of 86 staff having attended this training between 2017 and 2019.

A targeted general information face-to-face training session of two hours is also provided to **security contractors** at UNSW. The purpose of this training is to increase their awareness of sexual misconduct and appropriate security responses. Between 2017 and 2019, 82 security contractors have been trained. COVID-19 prevented face to face training of security contractors in 2020.

All participants who received training in this program during 2019 indicated that their knowledge of sexual misconduct had increased as a result of the training.

iv. Sexual Misconduct Awareness – tailored training

This program is targeted to UNSW business units to increase staff awareness of and ability to respond to sexual misconduct within their business unit. This awareness training workshop does not provide skills development to qualify as a designated UNSW First Responder. This is a face-to-face tailored training specific to the business unit and has been delivered to over 168 staff ranging from two to four hours between 2017 and 2019. Business units who have received the training include:

- Student Development International/UNSW Global
- Counselling and Psychological Services (CAPS)
- Human Resources
- Shalom College
- UNSW Canberra
- Education Support Service
- UNSW Colleges Staff
- Nura Gili
- Conduct & Integrity Office
- UNSW Health Services
- Equitable Learning Service
- Work Integrated Learning
- UNSW Allies
- School of Computer Science
- Equity Diversity and Inclusion

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.
- Explain the role of First Responders.
- Identify conflicts of interest in supervisory and teaching relationships.

The impact of COVID-19 in 2020 meant that tailored face-to-face training was disrupted. Despite this disruption, 54 staff were still provided with tailored COVID-safe face to face sexual misconduct awareness training in 2020.

3. Student training and induction

All enrolled 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 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 2020, 14,739 commencing students completed the Respect@UNSW training, bringing the total number of completions since 2017 to 60,191.

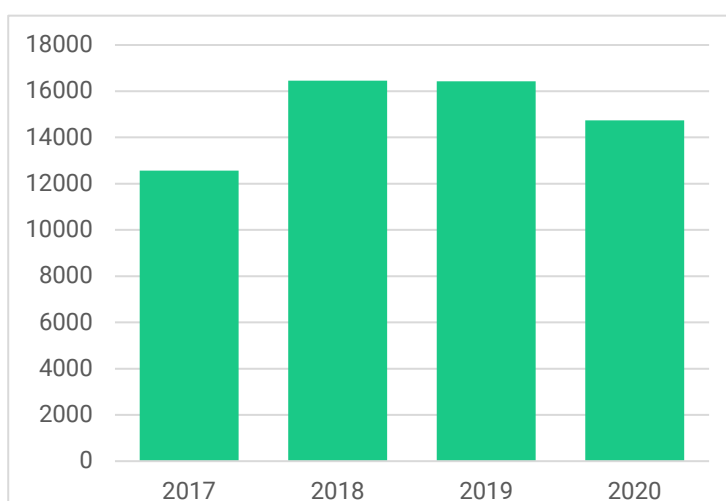


Figure 7: Number of students completed Respect@UNSW training between 2017 and 2020

4. First Responder training

UNSW provides a network of trained First Responders to support those who have experienced sexual misconduct access support services and report their experience. First responders receive both initial and ongoing training and debriefing sessions.

i. Sexual Misconduct First Responder training

ii. Sexual Misconduct First Responder support and debriefing sessions

i. Sexual Misconduct First Responder training

This 4-hour face-to-face or online training program is for students and staff interested in becoming UNSW Sexual Misconduct First Responders. This program has been tailored for business units such as Human Resources, and student leaders as required.

At the completion of this program participants are able to:

- Demonstrate increased knowledge of sexual harassment and sexual assault.
- Identify the effects of sexual misconduct.
- Demonstrate the necessary skills to respond appropriately to disclosures.
- Appropriately advise and safely refer people affected by sexual misconduct.
- Enter information on the UNSW Reporting Portal and when to make a report.
- Identify the limits and responsibilities of a First Responder.
- Identify accommodations that can be offered to support continued study or employment in the aftermath of sexual misconduct.
- Respond appropriately to a disclosure of sexual misconduct.
- Identify strategies to support their own wellbeing when responding to distressing disclosures.

In 2020, 30 completed the online training, bringing the total to 245 between 2017 and 2020. It is important to note that not all those who complete the initial First Responder training, choose to become registered First Responders.

ii. Sexual Misconduct First Responder support and debriefing sessions

The debriefing/training sessions are one-hour in duration and are opportunities for registered First Responders to discuss their experiences of receiving a disclosure of sexual misconduct, and to receive further training to build on their existing knowledge and skills acquired during at the Sexual Misconduct First Responder training. Registered First Responders are required to attend a minimum of two of six sessions within each subsequent twelve-month period.

Sessions are facilitated by the GVRN and function as ongoing professional development through focusing on specific topic areas relating to sexual misconduct, such as issues and considerations when responding to disclosure, referral pathways for people affected, possible effects people affected may experience, working within a trauma informed approach, and the importance of self-care for First Responders.

Between 2018 and 2020, 14 sessions have been conducted. Due to COVID-19 restrictions, the 2020 debriefing/training sessions were conducted online.

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 UNSW Colleges
- ii. Gendered Misconduct Awareness and Response for Colleges
- iii. Gendered Misconduct eLearning for Arc Leaders and Club coaches

i. Gendered Misconduct eLearning for Colleges

The UNSW owned colleges began collaborating with the GVRN in 2016 to create a bespoke tranche of training resources specifically for residential college residents. A self-directed, compulsory eLearning program completed during O-week introduces UNSW College commencing 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 Recognition and discussion in colleges.
- Module 2 “Where is the line?” and what behaviour is ok and what is not ok.
- Module 3 Response

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 inclusive 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, 531 college students completed this training, despite a reduction in the numbers of students staying in college accommodation. Since 2017, well over 3500 students have completed this training.

ii. Gendered Misconduct Awareness and Response for College leaders

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. 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 2020, 57 college staff and college student leaders have completed this training, bringing the total trained between 2017 and 2020 to 364 across UNSW Kensington colleges, Shalom college and Campus Living Village.

iii. Gendered Misconduct training for Arc Leaders and Club coaches

A one and a half hour self-directed, eLearning program that allows Arc@UNSW 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 appropriate services.
- Demonstrate strategies to intervene in or 'call out' inappropriate behaviours.
- Locate the UNSW Reporting Portal and make a report.
- Identify the boundaries and responsibilities of a College Responder.
- Identify the importance of self-care for responders who may need to respond to distressing disclosures.
- Identify accommodations that can be offered to support continued study or employment in the aftermath of sexual misconduct.
- Demonstrate skills in responding to a disclosure of gendered misconduct.

Between 2017 and 2020, over 2600 have completed this training.

GVRN has also developed a bespoke training program on gendered misconduct for UNSW and Arc@UNSW Student Representative Council. This tailored training includes bystander actions and responses and is a four hour face-to-face program. In 2020, 10 newly elected students completed the program in a COVID-safe way, bringing to 98 the total completions since 2017.

6. Training evaluation

Training programs developed and delivered by 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.

Depending on the type of training offered, not all the criteria are evaluated. Evaluations were not completed for 2020 programs. However, across the UNSW Sexual Misconduct Training sessions delivered by GVRN, 614 evaluations have been received from 2017-2019. The range of self-reported change in all sexual misconduct training programs was considered. It is important to note that there are different rates of knowledge achieved and/or confidence recorded in each session as well as each type of training program.

Training sessions are rated across the four key criteria as 'Very Good' or 'Good'. Responses indicated the following.

- No fewer than 89% of participants and up to 99.6% of participants reported an increased knowledge of sexual misconduct.
- No fewer than 66% of participants and up to 97% of participants reported an increased knowledge of the effects of sexual misconduct.
- No fewer than 70% of participants and up to 92% of participants reported an increased knowledge of the current and planned UNSW process for responding to a disclosure of sexual misconduct.
- No fewer than 82% of participants and up to 100% of participants reported an increased confidence in responding to disclosure of sexual misconduct from a UNSW student or staff member.

Participants consistently reported the value of having a First Responder Guide, which provided a framework for handling disclosures and supporting a colleague or student affected by sexual misconduct. Participants greatly appreciated and were reassured about the core messages presented in training, namely, the need to reframe from rescuing or counselling affected individuals to supporting and referring people on to appropriate services.

Many participants responded positively to the variety of resources used in the training as they felt it articulately communicated and easily explained complex sexual misconduct issues.

Majority of participants also commented on the University's sexual misconduct reporting portal as an important initiative in addressing sexual misconduct on campus and emphasised the need to increase awareness about the portal across campus.

Aspects of the training that often elicited comments from participants were the sexual misconduct statistics. Some participants questioned the amount of data presented in the training; others commented that the statistics provided a broad perspective on sexual misconduct issues. A summary of participant comments is provided on page 17 of this report.

"The most useful training I've ever received in a couple of decades of UNSW – well done"

"It was a great workshop on a difficult topic."

"It is very good to have such a training session. Very informative"

Overall, the different types of Sexual Misconduct Training programs were well received. Notwithstanding the inherent challenges of engaging with a provoking and confronting topic, participants recognised the usefulness and need for this training to be provided by UNSW.

"Great slides (presentations) and video examples"

"Actual relatable examples and how to manage."

The training was perceived to be useful because of the content and the varied ways in which information was discussed and delivered.

"Realised how little I knew and how naïve I was about the issues"

"All information was useful considering options/ viewpoints/ circumstances"

"Resources for the office of the eSafety Commissioner – didn't even know that existed before."

"A thorough understanding about UNSW's resources – was not clear before"

The content presented information in ways that increased participants' knowledge, which promoted a deeper understanding of issues that they had not previously considered, and engagement with resources that they could utilise to create a safe environment and provide support to members of the UNSW community.

"Trainers were great and dedicated, hope they can communicate back up the line some of the gaps identified in process so far."

"Great session, much appreciated with excellent, informative and engaged presenters."

"[Trainer's] presence was useful – culturally aware discussion – was much needed & used."

Moreover, the facilitators who engaged the participants with respect and sensitivity, as well as being culturally aware of their needs and experiences, created an environment in which this 'difficult topic' could be thoughtfully explored.

"Session was very helpful on how to deal with really delicate situations. It has given me a certain amount of confidence to tackle this situation in the future."

"The training helped reinforce how to support students who might disclose an incident of SASH."

"The case studies provided great insight into practically [sic] supporting students."

The combination of the facilitators' skills and respectful approach assumed in the training and practical applications of training content enabled the participants to absorb the information, which increased their knowledge and ability to negotiate sexual misconduct incidents.

"As a new staff member this was very valuable as I had not learnt about the university procedure".

"I found all the content very useful, and it all came together to offer a broad understanding of what processes/options are available"

"Everything provided at the session is useful, especially how to report incidents."

"[UNSW should] make students more aware of the portal, how to use it and reduce stigma about disclosing".

Furthermore, the knowledge gained about sexual misconduct, skills developed in responding to disclosure, as well as the information received about UNSW resources that are available, provided the participants clarity and certainty as to how they could support students and alert the university about sexual misconduct incidents.

"Promote resources available on campus to further support students."

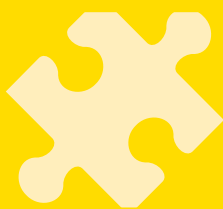
"Not normalise actions of sexual harassment. Instead encourage reporting."

"I think UNSW needs to have a zero-tolerance policy alongside the portal. But care needs to be taken by the powers that be not to take a knee jerk matter to the "Change the Course" report."

More importantly, given an objective of this type of training is to effect behaviour change, some of participants' comments would suggest that the understanding and insights gained inspired changes in their attitudes and practices in endeavouring to reduce, if not eliminate, sexual misconduct within UNSW.

Overall, it shows the training programs are well targeted to meet the needs of participants and provide information and skills that participants see as valuable immediately before and after the 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 do sadly 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 involving sexual misconduct, the way UNSW responds to the report will be informed by the reporter's wishes and instructions.

Reporters have control over what action 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 who have been affected by incidents of sexual misconduct, either directly or indirectly. There are many different pathways for reporters to access the portal, including from the complaints 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 formal complaint directly with the Conduct & Integrity Office (CIO) or with People & Culture.

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 did not 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 (9385 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 8: [Sexual Misconduct Reporting Portal](#)

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 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 pertinent information on sexual misconduct and contact details of support services is important in removing the sense of isolation often experienced by those affected by sexual misconduct. 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 they 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), by 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

In 2020, institutional responsibility for the portal was transferred to the Conduct & Integrity Office (CIO) as part of a major workplace change. The GVRN maintains responsibility for the triage function provided for portal reports and tailored resources for reporters where they provide contact details.

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 to coordinate the policy response, ensuring the safety and support of the reporter.

4. Complex Case Coordination

In September 2018, the UNSW Management Board approved the establishment of a Complex Case Coordination function as part of the University's Sexual Misconduct Prevention and Response Strategy. The GVRN was engaged to undertake this Complex Case Coordination.

The Complex Case Coordination function provides immediate case management support and supplements 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.

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.

Once a matter is designated as a Complex Matter, the GVRN will convene an urgent case management meeting to enable 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.

5. Investigations & reports to the police

Not all reports of sexual misconduct made to UNSW are investigated. There are a number of 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 relevantly found to have breached the Student Code of Conduct, a finding is placed on the UNSW student misconduct register.

Complaints made against staff will be addressed in accordance with the UNSW [Staff Complaint Procedure](#) and the applicable UNSW Enterprise Agreements. 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 depend on the specific case and range from a formal warning and an educative approach for less serious matters through to suspension, for up to two years, or at the higher end, 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.

08 | 2020 sexual misconduct reports

UNSW is committed to being transparent about the incidence of sexual misconduct reported to the university. **Appendix 1** contains data on sexual misconduct reports from 2017 to 2020.

The information contained in this section of the report is based on reports of sexual misconduct submitted to the Portal between 1 January 2020 and 31 December 2020 and received directly by the Conduct & Integrity Office and People & Culture (Human Resources).

In late 2020 a significant data cleansing project commenced to ensure consistency and accuracy of data and reporting across UNSW into a single source of truth database. This report contains that data and has been analysed in the following way:

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, a witness or a support person. These are multiple reports about a single incident.

1. Number & types of reports

2. When the incident occurred

3. Where the incident occurred

4. Who the reporter was

5. Who the person affected was and their relationship to the alleged person responsible

6. What services had been accessed when the report was made

7. What support & action the reporter requested of UNSW

8. Investigations and disciplinary actions taken

9. Referrals and reports to the police

1. Number and types of reports

In 2020, 69 reports of sexual misconduct were made to the Sexual Misconduct Portal, with the overwhelming majority (86%) of reports related to sexual harassment and sexual assault.

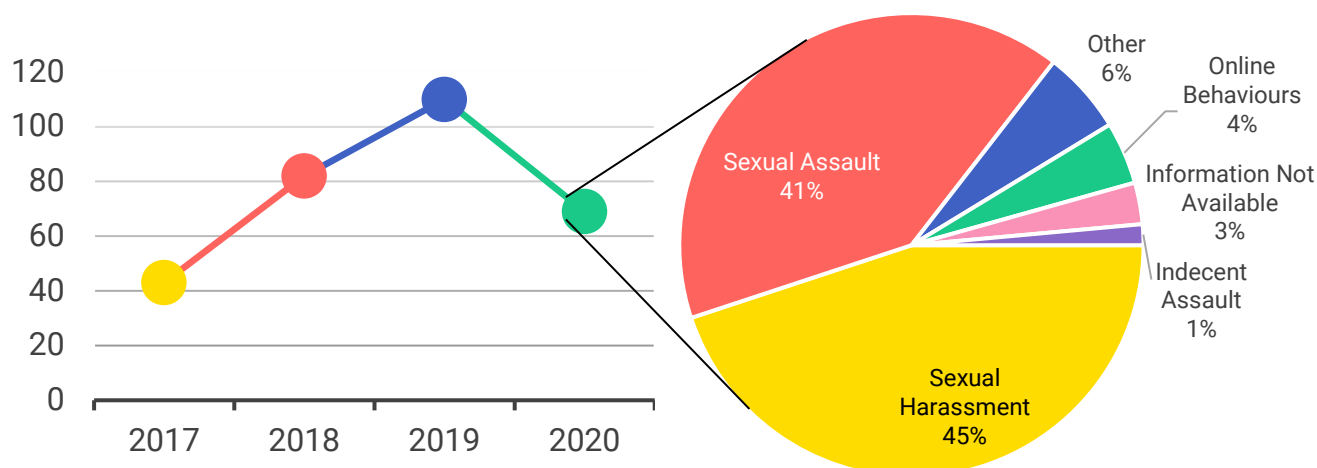


Figure 9: Number & types of reports

Reports of sexual harassment fell from 47 reports in 2019 to 31 in 2020. While there was also a fall in the number of sexual assault reports, from 33 in 2019 to 28 in 2020, the number of sexual assault reports over the past three years have remained relatively steady at about 30 reports per year.

Reports of other types of sexual misconduct also fell in 2020. This category included inappropriate online behaviours related to sexual activities, unwanted sexual touching, as well as reports of a non-sexual nature e.g. bullying and physical assault (including domestic and family violence). Some reporters contact the university through the portal seeking advice on whether the behaviour they have experienced constitutes sexual misconduct.

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.

The fall in the number of reports in 2020 is not unexpected. With COVID-19, there were significantly fewer students and staff on campus than in previous years. While there was a fall in the number of reports submitted to the Portal in 2020, there was an increase in the number of reports requiring Complex Case Coordination. In 2020, nine reports were designated as requiring complex case coordination. It is not unusual for complex cases to require 4-5 meetings and an average of 30 emails per case. Many involved meetings with the CIO, School Managers, Employee Relations, DVC EDI, Student Support Services, and members of the UNSW Portal Response Team tasked to respond to portal matters.

2. When the incident occurred

As shown in Figure 10, the overwhelming majority of the 69 reports submitted to the Portal in 2020 relate to incidents that occurred within the previous 12 months. There were 11 matters where the reporter indicated that the incident occurred within the past 72 hours, half of these related to reported sexual harassment and, of those reports, more than half related to reports of sexual misconduct between students of the same and another sex.

The Portal receives reports that are historical in nature. In 2020, there were nine reports detailing experiences that were more than a year old. Those that occurred more than three years ago all related to off campus incidents.

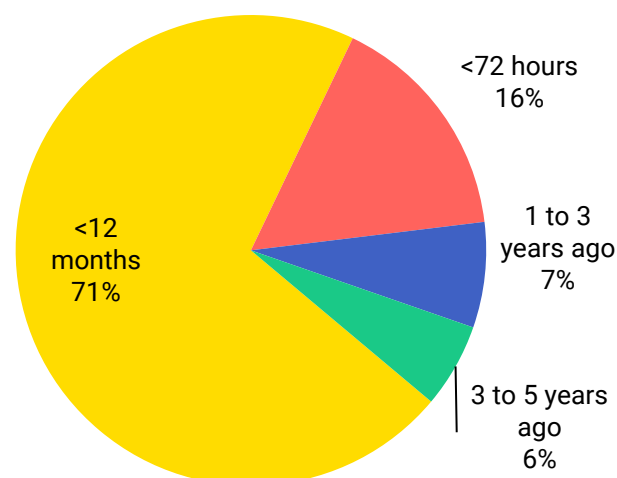


Figure 10: When the incident occurred for reports made in 2020

3. Where the incident occurred

Some incidents were reported to have occurred in more than one location or situation but may have been reported in the Portal as a single matter. Where more than one location has been identified in a report, these multiple locations are reflected in the data. To protect the privacy of reporters, the location reported has been categorised as either on campus, off campus, online or other. On campus locations include incidents that have occurred within UNSW accommodation. Off campus matters include private accommodation and public transport. The category 'other' includes matters where no location was provided, or where the reporter was unsure of the location.

Nearly half of the incidents reported in 2020 (32) occurred on one of the UNSW campuses. It is noteworthy however that proportionally, reports of on campus sexual misconduct are similar to 2019 (~47%). One quarter of on campus reports indicated that the incident occurred within UNSW accommodation and were reported to have occurred within the past 12 months. Off campus locations include private accommodation, paid employment, and public transport. The number of incidents that occurred off campus (16) was also less than in 2019 (39) and in 2018 (34).

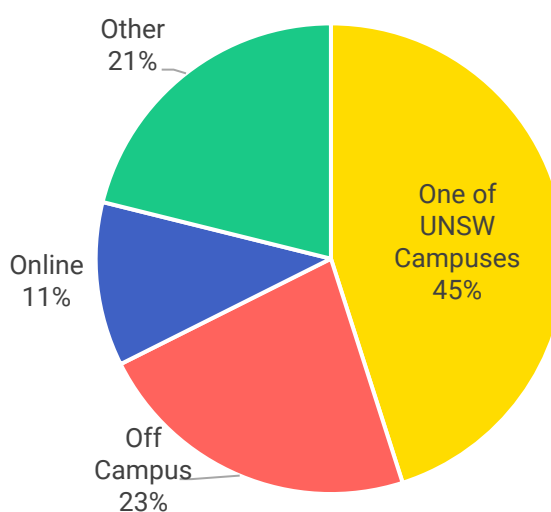


Figure 11: Where the incident occurred

Disclosing identity

UNSW recognises that identity disclosure is not straightforward.

It is not uncommon 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.

Given the impact of COVID-19 on campus attendance, and restrictions for social gatherings and travel, the reduction in the number of reports on- and off campus was expected.

Online sexual misconduct includes over email, text, social media or another form of electronic communication including video software such as Zoom. The shift to online teaching did not result in an increase in reports of online sexual misconduct. Only 11% of reports describe an incident occurring online, with over 90% of those reported to have occurred within the past 12 months. Every report of online sexual misconduct involved incidents between students. In previous years, reports of online sexual misconduct included a small proportion of staff as the affected person.

The category 'other' includes matters where no location was provided, or where the reporter was unsure of the location,

for example a third-party report. Where the location was identified as "other", 73% of these are reported to have occurred within the past 12 months. In all of these reports, there was a mix of student-to-student, staff-to-staff, student-to-staff and ex-partners where a student or staff member was the affected party.

4. Who the reporter was

In 2020, 80% of reports of sexual misconduct were received via the Portal directly. 16% of reports were received first from a UNSW reporting unit such as Human Resources, the CIO, UNSW Security, Schools/Faculty, Student Support and UNSW Accommodation. All UNSW staff and affiliates who become aware of sexual misconduct at or connected with UNSW must report the matter. This obligation arises under the UNSW [Sexual Misconduct Prevention and Response Policy](#). A total of 11% of reports were submitted by the University's First Responders. This is slightly less than the 14% submitted by First Responders in 2019.

Consistent with UNSW's trauma informed approach, the level of information included in the Portal by a reporting unit, or a First Responder is guided by the person affected. Identifying details of the affected person are only included with their express consent.

Reports submitted from the affected person (or a person assisting someone who was directly affected) constituted two-thirds of all reports in 2020. The total was higher than any other year since 2017 and may suggest an increased awareness of, and trust in, the Portal. This assumption is supported by a significant reduction in the number of anonymous reporters over the past three years. Consistent with all other years, the overwhelming majority of reporters in 2020 were female (65%).

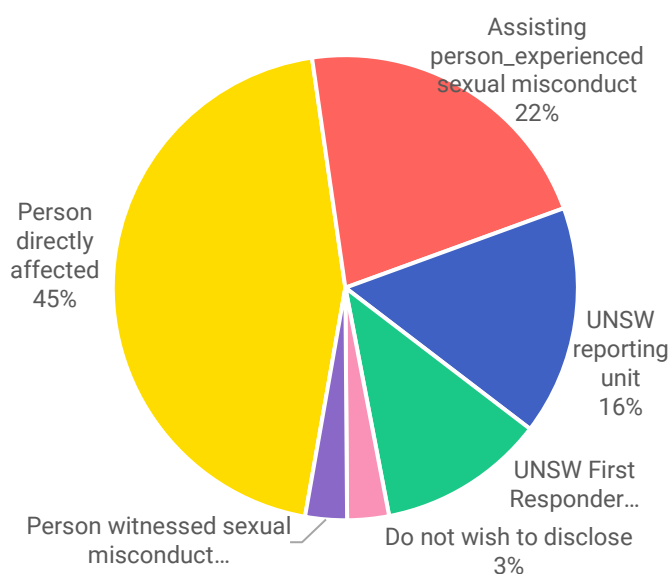


Figure 12: Who reported the sexual misconduct.

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

Students were recorded as the party affected by the sexual misconduct in over 80% of the reports received. This contrasts markedly with the numbers for staff, who were recorded as the affected party in fewer than 10% of all reports. Other parties affected by sexual misconduct were members of the public as well as former staff and students and others connected to or affiliated with UNSW. The 2020 figures are largely consistent with previous years.

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

In 2020, nearly half of reports of sexual misconduct were between students (49%), followed by reports where students were the affected party and a staff member was the alleged responsible party (16%). A significant number of students who were affected by sexual misconduct did not know the identity of the person responsible. Only a small fraction (4%) reported sexual misconduct between staff.

Nine percent of reports identified a partner or ex-partner as the alleged responsible person. All of these reports nominated that the person affected was a female student. Two matters were reported to the NSW Police by the affected persons. An additional 10% of persons affected reported that they knew the person responsible.

In 2020, staff made 22 Portal reports concerning matters where a student was the affected party. In contrast it was less common for staff to report on incidents involving other staff, with only six reports made by staff where the affected person was a staff member.

6. Services accessed

In 2020, one-fifth of reporters indicated that they had not accessed any support services prior to submitting the report to the Portal. Half of the total number of reporters indicated that they were seeking advice on support services or did not know what support services were available. Only 17% of reporters indicated that they had already accessed some form of support, with the most common being their General Practitioner (GP).

Where a reporter indicated that they had accessed 'other' services, these services included primarily private counselling and psychology services. Reporters also advised that they had sought legal services and support from College or Faculty staff.

Of those who submitted a report of sexual assault, just over half (53%) indicated that they had accessed services. Two percent had reported the incident to police, while only 14% had indicated that they had accessed the services of a GP.

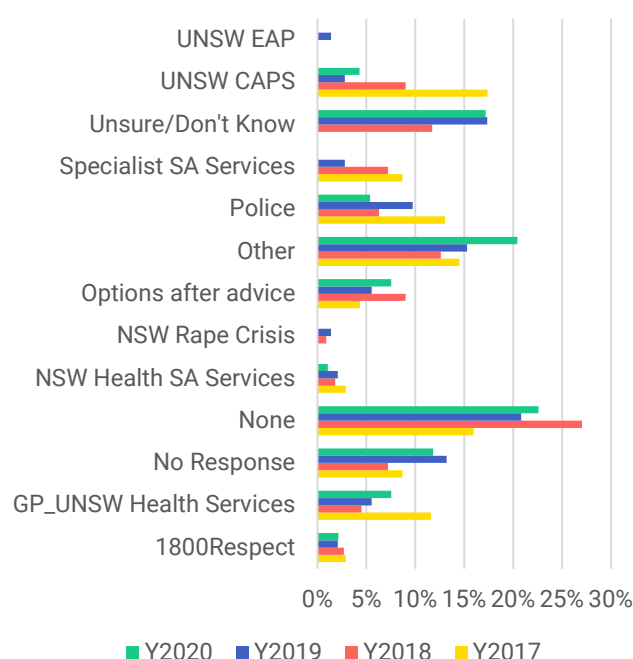


Figure 13: Service accessed 2017-2020

7. Support and action requested

A quarter of all reporters in 2020 requested that a member of the Portal Response Team contact them confidentially to discuss their options, while a further 6% wanted to know more about available support services.

Only 3% of reporters were unsure of what support or action they needed from the University, while 22% did not want the University to take any action or did not identify any support or action required by the University.

Reporters asked the University to take a broad range of actions in relation to the report. In 2020, for 9% of reports, actions were taken to assist the reporter to physically avoid the alleged perpetrator. This included the provision of security escorts, change of classes and accommodation arrangements. Five percent of reporters were assisted with special consideration requests in 2020. The reporters also requested that the University refer the affected person to specific support services (6%).

In 2020, four percent sought legal advice, while five percent of reporters sought the assistance of UNSW when reporting the matter to Police. In these instances, the university offers to accompany the reporter to the Police station to make a formal report or submit a report through the NSW Police online reporting process. Ten percent of reporters asked for the report to be considered for formal investigation under the relevant student or staff misconduct procedures.

Where reporters indicated that they wanted the University to take "other" action, this included requests for the University to increase training and awareness, increase security patrols in particular areas, as well as the termination of the responsible person's relationship with the University.

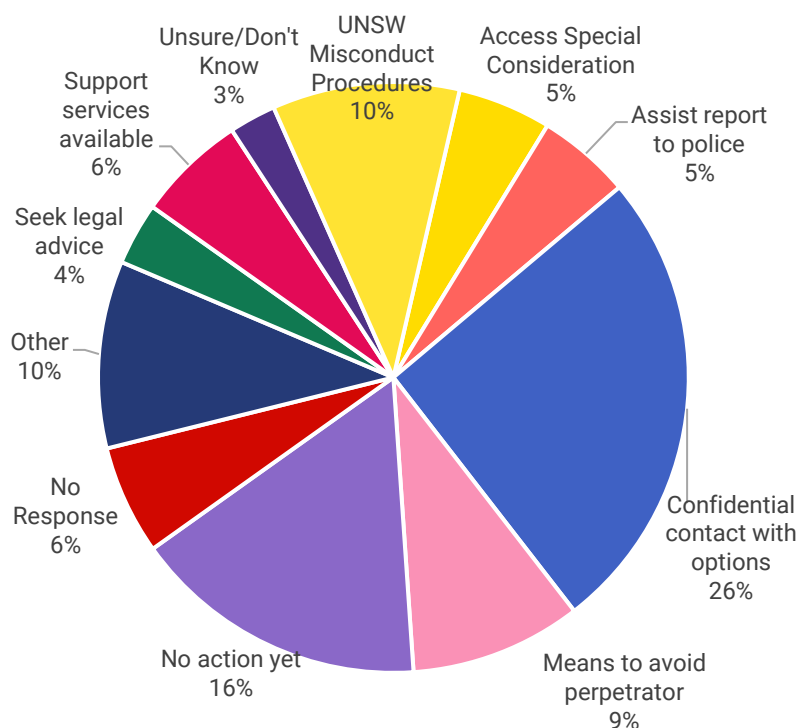


Figure 14: Support and action requested by reporters

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

In 2020, 11 reporters, out of a total of 69 provided their consent for the CIO or Employee Relations to investigate. This represented an increase on 2019, when four reports out of a total of 110 were referred for investigation. Two reports investigated in 2020 were not received through the Portal.

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.

Seven reports were managed by the CIO in 2020. One report did not proceed to investigation due to insufficient information to enable a proper assessment. Six reports were referred for investigation. One of the reports investigated resulted in a finding of 'not substantiated'. Four of these reports related to the same incident and were handled as part of a single investigation; the outcome of this investigation was that the allegations of sexual misconduct were not substantiated, and the reports were found to be

vexatious. The student who made the vexatious reports was suspended for making a false report. The seventh report investigated was also found to be vexatious. The student admitted to making the false report and was also suspended.

A total of four reports of sexual misconduct were managed by Human Resources in 2020. Three matters were managed under the relevant industrial instrument and/or procedure. The fourth report related to a person who was employed by a third-party contractor. This matter was managed in accordance with the persons' employer. Of the three matters that related to UNSW employees in 2020, two of the matters were concluded with the resignation of the implicated staff member. The other matter resulted in a written warning being issued.

9. Referrals and reports to police

While the University encourages the reporting of sexual assault to the police, it respects the right of a person affected by sexual assault to decide for themselves whether to make a police report or not.

A person affected can, if they choose, report an incident of sexual assault to the police, either formally through the local police station or police assistance line, or informally through the [NSW Police sexual assault reporting questionnaire](#). There may be a good reason why someone does not want to make a report to the police and wherever possible, this decision will be respected by UNSW. Similarly, staff are made aware of their obligation not to conceal a serious indictable offence in NSW 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.

Where the police commence an investigation, the University will normally suspend any investigation, pending the outcome of police inquiries. However, the University will prioritise providing appropriate support, referrals and ensuring the safety of the person(s) affected.

In 2020 there were two s316 reports made to the NSW Police.

09 | Support services



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

UNSW is committed to providing support to those who report or are affected by sexual misconduct.

There are a range of services and people 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

[First Responders](#) are a diverse network of specially trained volunteers (students and staff), who offer confidential, 'on the spot' information and support to those affected by sexual misconduct. They can also submit a sexual misconduct report in the Portal on behalf of an affected person.

Applicants are interviewed by a team of representatives from the Division of EDI, HR and the Gendered Violence Research Network (**GVRN**) and are required to obtain a Criminal Record Check and Working with Children Clearance. UNSW First Responders are not professionally qualified to provide medical or counselling advice, but they do receive training from the GVRN about providing an appropriate initial response to a disclosure of sexual misconduct. They can provide guidance about support services and appropriate contacts within UNSW. First Responders are required to submit a report to the Sexual Misconduct Reporting Portal after

receiving a disclosure. After submitting the report, they will receive a debriefing session facilitated by a member of the GVRN. As indicated previously, First Responders are required to attend at least two out of six scheduled Debriefing/Training sessions within a 12 month period.

In 2020, there were 51 active First Responders at UNSW, situated across Kensington, Canberra and Paddington and Manly Vale campuses.

2020 review of first responders training program

In November 2020 a full review of the program commenced to evaluate the effectiveness and impact of the First Responders (FR) program three years into its operation. An online survey for current registered First Responders indicated that the Training had prepared them for the FR role. Over half of the respondents have not received a sexual misconduct disclosure.

The majority of the 26 respondents (89%) completed the First Responders Training in 2017 and 2018, however, over half of the respondents (54%) had not received a sexual misconduct disclosure since being registered as First Responders; highlighting the need for regular training.

The majority of respondents indicated that the FR Training had well-prepared or very well-prepared them for the role.

70% indicating that they had attended at least four Debrief/Training Sessions, and 30% had attended six or more sessions. 68.2% of respondents indicated that the Debrief/Training Sessions had supported them well or very well. Most respondents prefer the current format of one-hour sessions held during their lunch period using both instructional and experiential learning approaches and indicated equal preference for the face-to-face or online.

Issues relating to bullying, harassment, social media, domestic violence/intimate partner violence, substance use/misuse, gender and sexuality, and consent in the context of sexual misconduct are some of the issues they would like to see as training topics moving forward.

ii. Campus Security

UNSW Campus Security provide a 24/7 patrol of the campus, to protect reporters and ensuring a rapid response in the event of an incident of sexual misconduct on campus. Campus Security can also be contacted 24/7 directly on 9385 6666. In the case of an emergency it's encouraged to call 000 or:

1. there are [Help Points](#) strategically located across the campus to help ensure safety. Pressing the red button connects directly to UNSW Security.
2. There is a free UNSW night [shuttle bus](#) to get staff and students from any campus location to a student or staff members parked car, bus, or tram stop after dark between 7pm and 11:30pm (excluding public holidays).

3. There is a [StaySafe at UNSW](#) app to rapidly access Security from a mobile phone including emergency contacts, request a security escort, track the night security bus, use the Friends Walk feature. The app also features a torch, alarm and security tips to keep staff and students safe.

iii. Psychology & Wellness (Student support)

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

In late 2020 a new service called [Mental Health Connect](#), helps find the help and support they need. Mental Health Connect is available to all currently enrolled UNSW students who are living in Australia. Students can Call 02 9348 0084 and staff will send the student a link to an online confidential form, this will provide an overview of the concerns. If a student requires immediate after-hours assistance they can call UNSW Mental Health Support, 5pm-9am: 1300 787 026. International students not in Australia can also call 24/7 on +61 2 89050307.

Students can also meet confidentially with a qualified psychologist. The number to call is 9385 5418.

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.

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, their friends and family, and professionals.

ii. Medical and Counselling in Sydney, NSW

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

- 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.

- [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 Week days 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 have decided that they do not want to make a formal report to 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 | 2021 + key priorities

A sexual misconduct operational plan has been prepared for 2021+ which brings together under one umbrella a range of UNSW priorities for 2021 and beyond. Key elements of the plan include:



11 | Key terms

Key terms used throughout this report include:

Term	Description
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
Indecent assault and acts of indecency	<p>Under NSW and ACT law, both indecent assault and acts of indecency are crimes.</p> <p>Indecent assault 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.</p> <p>An act of indecency involves doing something of a sexual nature towards another person without their consent (for example, masturbating in front of another person).</p>
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	<p>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.</p> <p>There is more guidance about what may amount to sexual assault available on the Justice NSW website.</p>
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</p>

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.

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 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.

Some unwelcome behaviour which might amount to sexual harassment includes:

- 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.

There is more guidance about what may amount to sexual harassment available on the [Australian Human Rights Commission](#) website.

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.

Sexually Explicit Photos or Videos

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 apply 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.

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.

UNSW Community

Comprises University students, staff members and affiliates, including alumni:

- 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 practicum
- 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@UNSW and associated UNSW student society and club activities.

Appendix 1 – Data

Incident No.	Year Reported	Time from when incident occurred to reporting matter	Type	Location	Relationship	Status	Outcome of Investigation
1	2020	>1 year_<3 years	Other	Unknown	Co-Staff	Report Only	
2	2020	<12 months	Sexual Assault	Unknown	Co-Student	Report Only	
3	2020	<12 months	Sexual Assault	Off Campus	Friend	Report Only	
4	2020	<12 months	Sexual Touching	Campus	Student-Staff	Report Only	
5	2020	<12 months	Sexual Harassment	Unknown	Co-Student	Advice/ Query only	
6	2020	<12 months	Sexual Assault	Campus	Co-Staff	Report Only	
7	2020	<12 months	Sexual Assault	Off Campus	Stranger	Report Only	
8	2020	<12 months	Sexual Assault	Off Campus	Known Person_Name	Report Only	
9	2020	<72 hours	Sexual Assault	Campus (UNSW Accommodation)	Known Person_Name	Report Only	
10	2020	>3 years_<5 years	Sexual Assault	Off Campus	Known Person_Name	Report Only	
11	2020	<12 months	Sexual Harassment	Campus (UNSW Accommodation)	Co-Student	Report Only	
12	2020	<12 months	Sexual Harassment	Off Campus	Student-Staff	Report Only	
13	2020	<12 months	Sexual Harassment	Campus (UNSW Accommodation)	Co-Student	Report Only	
14	2020	<12 months	Other	Off Campus	Co-Student;Partner	Report Only	
15	2020	<12 months	Sexual Harassment	Off Campus	Co-Student	Report Only	
16	2020	<72 hours	Sexual Harassment	Campus	Stranger	Report Only	
17	2020	<12 months	Sexual Harassment	Campus	Co-Staff	Consent provided for UNSW to investigate	Under investigation
18	2020	<72 hours	Other	Unknown	Student-Staff	Report Only	
19	2020	<12 months	Sexual Assault	Campus (UNSW Accommodation)	Student-Staff	Report Only	
20	2020	<12 months	Sexual Assault	Campus	Co-Staff	Consent provided for UNSW to investigate	Partially Substantiated; Guidance and Counselling provided
21	2020	<12 months	Sexual Harassment	Campus	N/A	Report Only	
22	2020	>3 years_<5 years	Sexual Assault	Off Campus	Co-Student	Report Only	

23	2020	>1 year_<3 years	Sexual Assault	Off Campus	Co-Student;Ex-Partner	Consent provided for UNSW to investigate	Under investigation- awaiting outcome of criminal matter
24	2020	<12 months	Other	Campus	Co-Student	Report Only	
25	2020	<12 months	Sexual Assault	Off Campus	Student-Staff	Consent provided for UNSW to investigate	Substantiated. Disciplinary action taken
26	2020	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
27	2020	<12 months	Sexual Harassment	Online	Co-Student	Consent provided for UNSW to investigate	Complaint was investigated in conjunction with another matter. Matter was found to be unsubstantiated
28	2020	<72 hours	Sexual Harassment	Campus	Co-Student	Report Only	
29	2020	<12 months	Sexual Harassment	Campus	Student-Staff	Report Only	
30	2020	<12 months	Sexual Harassment	Campus	Stranger	Report Only	
31	2020	<12 months	Sexual Assault	Off Campus	Ex-Partner	Report Only	
32	2020	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
33	2020	<12 months	Sexual Harassment	Off Campus	Co-Student	Report Only	
34	2020	<12 months	Sexual Harassment	Online	Known Person_Name	Report Only	
35	2020	<12 months	Sexual Assault	Off Campus	Known Person_Name	Report Only	
36	2020	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
37	2020	<12 months	Sexual Assault	Off Campus	Known Person_Name	Report Only	
38	2020	<12 months	Sexual Assault	Campus	Student-Staff	Consent provided for UNSW to investigate	Partially Substantiated; Guidance and Counselling provided
39	2020	<12 months	Sexual Assault	Campus	Student-Staff	Report Only	
40	2020	<12 months	Sexual Harassment	Campus (UNSW Accommodation)	Co-Student	Report Only	
41	2020	<72 hours	Sexual Assault	Campus (UNSW Accommodation)	Co-Student	Report Only	
42	2020	<72 hours	Information Not Available	Campus	Co-Student	Report Only	
43	2020	>3 years_<5 years	Sexual Assault	Off Campus (After UNSW event)	Co-Staff	Consent provided for UNSW to investigate	Respondent not able to be identified. Recommended that person affected report to Police.
44	2020	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
45	2020	>1 year_<3 years	Sexual Assault	Campus	N/A	Consent provided for UNSW to investigate	Unsubstantiated. This complaint was found to be vexatious. The student was suspended for making a deliberately false report.

46	2020	<12 months	Sexual Assault	Campus	N/A	Consent provided for UNSW to investigate	Unsubstantiated. This complaint was found to be vexatious and linked to the matter above (#45). The student was suspended for making a deliberately false report.
47	2020	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
48	2020	>3 years_<5 years	Sexual Assault	Off Campus (After UNSW event)	Co-Staff	Consent provided for UNSW to investigate	Respondent not able to be identified. Recommended that person affected report to Police. Linked report to #43 above)
49	2020	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
50	2020	<12 months	Sexual Assault	Campus	Stranger	Report Only	
51	2020	<72 hours	Sexual Assault	Campus	Co-Student	Consent provided for UNSW to investigate	Unsubstantiated. This complaint was found to be vexatious and linked to the matters (#45 and #46) above. The student was suspended for making a deliberately false report.
52	2020	<72 hours	Sexual Harassment	Campus	Stranger	Report Only	
53	2020	<12 months	Sexual Harassment	Campus (UNSW Accommodation)	Co-Student	Report Only	
54	2020	<12 months	Sexual Assault	Campus	Co-Student	Consent provided for UNSW to investigate	Unsubstantiated. This complaint was found to be vexatious and linked to the matters (#45, #46 and 51) above. The student was suspended for making a deliberately false report.
55	2020	<12 months	Sexual Harassment	Campus	Stranger	Report Only	
56	2020	>1 year_<3 years	Sexual Harassment	Unknown	Co-Student	Report Only	
57	2020	>1 year_<3 years	Sexual Harassment	Campus	Co-Student	Report Only	Withdrawn
58	2020	<12 months	Sexual Harassment	Online	Co-Student	Report Only	
59	2020	<72 hours	Sexual Harassment	Off Campus	Stranger	Report Only	
60	2020	<12 months	Sexual Harassment	Online	Co-Student	Report Only	
61	2020	<12 months	Sexual Harassment	Campus	Student-Staff	Report Only	
62	2020	<12 months	Sexual Assault	Campus	Co-Student;Partner	Consent provided for UNSW to investigate	Unsubstantiated. Dismissed due to insufficient probative evidence
63	2020	<72 hours	Sexual Harassment	Online	Co-Student	Consent provided for UNSW to investigate	Not connected to UNSW; Referred to private organisation.
64	2020	<12 months	Information Not Available	Off Campus	Student-Staff	Report Only	
65	2020	<12 months	Online Behaviours	Online	Co-Student	Report Only	
66	2020	<12 months	Sexual Assault	Other	Co-Student;Ex-Partner	Report Only	

67	2020	<12 months	Sexual Harassment	Campus (UNSW Accommodation)	Co-Student	Report Only	
68	2020	<12 months	Sexual Harassment	Campus	Co-Student;Ex-Partner	Report Only	
69	2020	<72 hours	Sexual Harassment	Online	Co-Student	Consent provided for UNSW to investigate	Investigation did not proceed. Insufficient information to proceed.
70	2019	<12 months	Sexual Assault	Unknown	N/A	Report Only	
71	2019	No info	Information Not Available	Unknown	N/A	Report Only	
72	2019	<12 months	Sexual Assault	Off Campus (UNSW event)	Co-Student	Report Only	
73	2019	<12 months	Sexual Assault	Off Campus (UNSW event)	Known Person_Name	Report Only	
74	2019	<12 months	Sexual Assault	Off Campus (UNSW event)	Known Person_Name	Report Only	
75	2019	>3 years_<5 years	Sexual Harassment	Campus	Known Person_Name	Report Only	
76	2019	<12 months	Sexual Harassment	Campus	Co-Staff	Report Only	
77	2019	<12 months	Other	Multiple Unknown	Co-Student	Report Only	
78	2019	<12 months	Sexual Harassment	Campus	Co-Staff	Report Only	
79	2019	<12 months	Other	Campus	Ex-Partner	Report Only	
80	2019	<12 months	Other	Multiple Unknown	Co-Student	Report Only	
81	2019	<12 months	Other	Online	Co-Student	Report Only	
82	2019	<72 hours	Sexual Harassment	Online	Co-Student	Report Only	
83	2019	<12 months	Sexual Harassment	Campus	Co-Staff	Report Only	
84	2019	<72 hours	Other	Campus	N/A	Report Only	
85	2019	<72 hours	Sexual Assault	Campus	N/A	Report Only	
86	2019	<72 hours	Sexual Assault	Campus (UNSW Accommodation)	N/A	Report Only	
87	2019	<72 hours	Sexual Harassment	Off Campus (After UNSW event)	Co-Student	Report Only	
88	2019	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
89	2019	<72 hours	Sexual Assault	Campus	N/A	Report Only	
90	2019	<12 months	Sexual Harassment	Campus	Stranger	Report Only	
91	2019	<72 hours	Online Behaviours	Online	Co-Student	Report Only	

92	2019	<72 hours	Sexual Harassment	Off Campus (UNSW event)	Student-Staff	Report Only	
93	2019	<12 months	Sexual Harassment	Off campus (not UNSW related)	N/A	Report Only	
94	2019	<72 hours	Sexual Harassment	Campus	Student-Staff	Report Only	
95	2019	<12 months	Sexual Act	Campus	Co-Student	Report Only	
96	2019	<72 hours	Sexual Assault	Campus	Co-Student	Report Only	
97	2019	<12 months	Online Behaviours	Unknown	Co-Staff	Report Only	
98	2019	<12 months	Sexual Harassment	Campus	Co-Staff	Report Only	
99	2019	>1 year_<3 years	Information Not Available	Off campus (not UNSW related)	N/A	Report Only	
100	2019	<12 months	Sexual Harassment	Unknown	N/A	Report Only	
101	2019	<72 hours	Sexual Assault	Campus	N/A	Report Only	
102	2019	<12 months	Sexual Assault	Off campus (not UNSW related)	Known Person_Name	Consent provided for UNSW to investigate	Did not proceed to Investigation. Out of scope of procedure
103	2019	<12 months	Support Related Issues/Stress	Unknown	N/A	Report Only	
104	2019	<12 months	Support Related Issues/Stress	Unknown	N/A	Report Only	
105	2019	<12 months	Online Behaviours	Campus	Co-Staff	Report Only	
106	2019	<12 months	Sexual Assault	Off Campus (UNSW event)	Student-Staff	Report Only	
107	2019	<12 months	Sexual Harassment	Off Campus (UNSW event)	Placement Colleague	Report Only	
108	2019	<12 months	Sexual Assault	Off Campus (After UNSW event)	Co-Student	Report Only	
109	2019	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
110	2019	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
111	2019	<72 hours	Sexual Harassment	Off Campus (UNSW event)	Known Person_Name	Consent provided for UNSW to investigate	Did not proceed to Investigation. Out of scope of procedure
112	2019	<72 hours	Sexual Harassment	Campus	Co-Student	Report Only	
113	2019	<72 hours	Sexual Harassment	Campus	Stranger	Report Only	
114	2019	<12 months	Sexual Assault	Campus	Known Person_Name	Report Only	
115	2019	<72 hours	Sexual Harassment	Off Campus (UNSW event)	Student-Staff	Report Only	
116	2019	<72 hours	Sexual Harassment	Campus	N/A	Report Only	
117	2019	<12 months	Sexual Harassment	Campus	Student-Staff	Report Only	

118	2019	<72 hours	Sexual Harassment	Off campus (not UNSW related)	Co-Student	Consent provided for UNSW to investigate	Did not proceed to Investigation. Out of scope of procedure
119	2019	<12 months	Sexual Assault	Campus	Known Person_No Name	Report Only	
120	2019	<12 months	Sexual Harassment	Campus	Student-Staff	Report Only	
121	2019	<12 months	Online Behaviours	Online	N/A	Report Only	
122	2019	<72 hours	Sexual Harassment	Off campus (not UNSW related)	Stranger	Report Only	
123	2019	>3 years_<5 years	Sexual Assault	Off campus (not UNSW related)	N/A	Report Only	
124	2019	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
125	2019	>3 years_<5 years	Sexual Assault	Unknown	N/A	Report Only	
126	2019	<12 months	Sexual Assault	Off campus (not UNSW related)	Stranger	Report Only	
127	2019	<72 hours	Support Related Issues/Stress	Off campus (not UNSW related)	Stranger	Report Only	
128	2019	<12 months	Support Related Issues/Stress	Campus	Co-Student	Report Only	
129	2019	<12 months	Sexual Assault	Campus	N/A	Consent provided for UNSW to investigate	Substantiated. Reported to NSW Police.
130	2019	<12 months	Online Behaviours	Unknown	N/A	Report Only	
131	2019	<12 months	Support Related Issues/Stress	Campus	Known Person_Name	Report Only	
132	2019	<12 months	Sexual Assault	Off campus (not UNSW related)	Known Person_Name	Report Only	
133	2019	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
134	2019	<12 months	Sexual Act	Off campus (not UNSW related)	Stranger	Report Only	
135	2019	<12 months	Sexual Harassment	Campus	N/A	Report Only	
136	2019	No Response	Information Not Available	Unknown	N/A	Report Only	
137	2019	<72 hours	Sexual Harassment	Campus	Co-Student	Consent provided for UNSW to investigate	Substantiated. Student received a formal warning.
138	2019	<12 months	Other	Unknown	Ex-Partner	Report Only	
139	2019	<72 hours	Sexual Touching	Campus	Known Person_Name	Report Only	
140	2019	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
141	2019	>1 year_<3 years	Sexual Assault	Off campus (not UNSW related)	N/A	Report Only	
142	2019	<12 months	Sexual Harassment	Campus	Student-Staff	Report Only	

143	2019	<12 months	Online Behaviours	Off Campus (After UNSW event)	Co-Student	Report Only	
144	2019	<12 months	Sexual Assault	Off campus (not UNSW related)	Stranger	Report Only	
145	2019	<72 hours	Online Behaviours	Online	Stranger	Report Only	
146	2019	<12 months	Sexual Assault	Campus	Student-Staff	Report Only	
147	2019	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
148	2019	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
149	2019	<72 hours	Sexual Harassment	Campus	Co-Student	Report Only	
150	2019	<12 months	Sexual Assault	Unknown	N/A	Report Only	
151	2019	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
152	2019	<12 months	Sexual Harassment	Campus	Co-Student;Ex-Partner	Report Only	
153	2019	<72 hours	Sexual Harassment	Campus	Co-Student	Report Only	
154	2019	<12 months	Sexual Assault	Campus	Student-Staff	Report Only	
155	2019	<12 months	Sexual Assault	Off campus (not UNSW related)	Co-Student	Report Only	
156	2019	<72 hours	Sexual Harassment	Campus	Co-Staff	Consent provided for UNSW to investigate	Did not proceed to Investigation. Insufficient information to proceed.
157	2019	<12 months	Sexual Harassment	Campus	Co-Staff	Report Only	
158	2019	>1 year_<3 years	Sexual Harassment	Campus	Co-Student	Consent provided for UNSW to investigate	Substantiated. Formal warning; remedial educative action provided.
159	2019	>1 year_<3 years	Sexual Assault	Off campus (not UNSW related)	Co-Student	Report Only	
160	2019	<72 hours	Sexual Harassment	Campus	Co-Student	Report Only	
161	2019	<12 months	Information Not Available	Campus	N/A	Report Only	
162	2019	<12 months	Sexual Touching	Campus	Co-Student	Report Only	
163	2019	<12 months	Sexual Harassment	Campus	Co-Staff;Student-Staff	Report Only	
164	2019	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
165	2019	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
166	2019	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
167	2019	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
168	2019	<12 months	Sexual Assault	Off campus (not UNSW related)	Known Person_Name	Consent provided for UNSW to investigate	Investigation did not proceed. Insufficient information to proceed.

169	2019	<72 hours	Sexual Assault	Campus	Known Person_Name	Report Only	
170	2019	<72 hours	Sexual Assault	Campus	Co-Student	Report Only	
171	2019	<12 months	Online Behaviours	Unknown	Co-Student	Report Only	
172	2019	<12 months	Online Behaviours	Online	Stranger	Report Only	
173	2019	<72 hours	Support Related Issues/Stress	Campus	N/A	Report Only	
174	2019	<12 months	Sexual Assault	Campus (UNSW Accommodation)	N/A	Report Only	
175	2019	<12 months	Sexual Harassment	Campus	N/A	Report Only	
176	2019	<12 months	Sexual Harassment	Campus	Co-Staff	Report Only	
177	2019	>1 year_<3 years	Sexual Harassment	Off campus (not UNSW related)	Co-Student	Report Only	
178	2019	<72 hours	Sexual Touching	Multiple Unknown	Stranger	Report Only	
179	2019	<12 months	Sexual Harassment	Online	Student-Staff	Report Only	
180	2018	<72 hours	Information Not Available	Off Campus (UNSW event)	N/A	Report Only	
181	2018	<72 hours	Online Behaviours	Online	Stranger	Report Only	
182	2018	<72 hours	Sexual Harassment	Off campus (not UNSW related)	N/A	Report Only	
183	2018	<12 months	Sexual Touching	Off campus (not UNSW related)	Stranger	Report Only	
184	2018	<12 months	Sexual Harassment	Campus	Stranger	Report Only	
185	2018	<12 months	Sexual Harassment	Off campus (not UNSW related)	Stranger	Report Only	
186	2018	<12 months	Information Not Available	Off campus (not UNSW related)	N/A	Report Only	
187	2018	<72 hours	Sexual Harassment	Campus	Co-Staff	Consent provided for UNSW to investigate	Investigation did not proceed. Insufficient information to proceed.
188	2018	<72 hours	Information Not Available	Campus	N/A	Report Only	
189	2018	<72 hours	Sexual Assault	Campus	Stranger	Report Only	
190	2018	<12 months	Sexual Assault	Off campus (not UNSW related)	Known Person_Name	Report Only	
191	2018	<12 months	Sexual Assault	Off campus (not UNSW related)	Known Person_Name	Report Only	
192	2018	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
193	2018	<12 months	Sexual Assault	Unknown	Known Person_Name	Report Only	

194	2018	<72 hours	Sexual Harassment	Campus	Stranger	Consent provided for UNSW to investigate	Investigation did not proceed. Out of Scope of Procedure. Referred to construction company to manage.
195	2018	<12 months	Information Not Available	Unknown	N/A	Report Only	
196	2018	<72 hours	Online Behaviours	Campus	N/A	Consent provided for UNSW to investigate	Investigation did not proceed. Insufficient information to proceed.
197	2018	0	Online Behaviours	Campus	N/A	Report Only	
198	2018	<12 months	Sexual Harassment	Off campus (not UNSW related)	Known Person_Name	Report Only	
199	2018	0	Information Not Available	Unknown	N/A	Report Only	
200	2018	<72 hours	Sexual Assault	Off Campus (UNSW event)	Co-Student	Consent provided for UNSW to investigate	Investigation did not proceed. Withdrawn by reporter.
201	2018	<72 hours	Sexual Assault	Off campus (not UNSW related)	Stranger	Consent provided for UNSW to investigate	Investigation did not proceed. Insufficient information to proceed.
202	2018	<72 hours	Sexual Act	Unknown	Stranger	Report Only	
203	2018	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
204	2018	<12 months	Sexual Assault	Off campus (not UNSW related)	Known Person_Name	Report Only	
205	2018	<72 hours	Sexual Act	Off campus (not UNSW related)	Known Person_No Name	Report Only	
206	2018	<72 hours	Sexual Harassment	Campus	Co-Student	Report Only	
207	2018	<12 months	Other	Unknown	N/A	Report Only	
208	2018	>1 year_<3 years	Sexual Assault	Off Campus (After UNSW event)	Co-Student	Report Only	
209	2018	<12 months	Sexual Touching	Off campus (not UNSW related)	Stranger	Report Only	
210	2018	No response	Online Behaviours	Online	N/A	Report Only	
211	2018	<12 months	Sexual Harassment	Campus	Ex-Partner	Report Only	
212	2018	<72 hours	Online Behaviours	Online	Co-Student	Consent provided for UNSW to investigate	Substantiated; *Formal Reprimand *Relection essay *Undertake gendered misconduct e-learning
213	2018	<12 months	Sexual Harassment	Campus	Student-Staff	Report Only	
214	2018	<72 hours	Sexual Act	Campus	Co-Student	Report Only	
215	2018	<12 months	Sexual Assault	Off campus (not UNSW related)	Co-Student	Report Only	

216	2018	<12 months	Sexual Assault	Off campus (not UNSW related)	Known Person_Name	Report Only	
217	2018	<12 months	Sexual Assault	Off Campus (UNSW event)	Co-Student;Friend	Report Only	
218	2018	<12 months	Online Behaviours	Online	N/A	Report Only	
219	2018	<12 months	Sexual Assault	Campus	Co-Student;Friend	Report Only	
220	2018	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
221	2018	<12 months	Sexual Act	Off campus (not UNSW related)	Co-Student	Consent provided for UNSW to investigate	Investigation did not proceed. Out of scope of procedure. Warning letter was sent to alleged offender.
222	2018	<12 months	Sexual Harassment	Campus	Known Person_Name	Consent provided for UNSW to investigate	Substantiated. Written Apology provided. No longer employed by UNSW.
223	2018	<72 hours	Information Not Available	Off Campus (UNSW event)	N/A	Report Only	
224	2018	<12 months	Sexual Assault	Campus	Student-Staff	Report Only	
225	2018	<72 hours	Sexual Harassment	Online	Stranger	Report Only	
226	2018	No response	Information Not Available	Unknown	N/A	Report Only	
227	2018	<72 hours	Sexual Harassment	Campus	Stranger	Consent provided for UNSW to investigate	Investigation did not proceed. Out of Scope of Procedure. Referred to contracted construction company to manage.
228	2018	>1 year_<3 years	Other	Unknown	Co-Staff	Report Only	
229	2018	>3 years_<5 years	Sexual Harassment	Off Campus (UNSW event)	Co-Staff	Report Only	
230	2018	<12 months	Sexual Harassment	Campus	Co-Staff	Report Only	
231	2018	<12 months	Sexual Harassment	Campus	Co-Staff	Report Only	
232	2018	<12 months	Sexual Assault	Unknown	N/A	Report Only	
233	2018	<72 hours	Sexual Touching	Campus	Co-Student	Report Only	
234	2018	<72 hours	Sexual Assault	Off campus (not UNSW related)	Stranger	Report Only	
235	2018	>1 year_<3 years	Sexual Touching	Off campus (not UNSW related)	Known Person_Name	Report Only	
236	2018	<12 months	Sexual Act	Off campus (not UNSW related)	Stranger	Consent provided for UNSW to investigate	Investigation did not proceed. Insufficient information to proceed.
237	2018	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
238	2018	<12 months	Online Behaviours	Online	Co-Student	Report Only	
239	2018	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
240	2018	<12 months	Sexual Assault	Campus	Co-Student	Report Only	

241	2018	<12 months	Sexual Assault	Campus	Ex-Partner	Report Only	
242	2018	<12 months	Sexual Assault	Campus	N/A	Report Only	
243	2018	<12 months	Sexual Assault	Off campus (not UNSW related)	N/A	Report Only	
244	2018	<72 hours	Sexual Assault	Off campus (not UNSW related)	N/A	Report Only	
245	2018	>1 year_<3 years	Sexual Harassment	Campus	Co-Staff	Report Only	
246	2018	>1 year_<3 years	Sexual Harassment	Campus	Student-Staff	Report Only	
247	2018	>1 year_<3 years	Sexual Assault	Campus	Co-Student	Report Only	
248	2018	>3 years_<5 years	Sexual Assault	Campus	Co-Student	Report Only	
249	2018	<72 hours	Other	Campus	Student-Staff	Report Only	
250	2018	<12 months	Sexual Harassment	Off Campus (UNSW event)	Placement Colleague	Report Only	
251	2018	<12 months	Sexual Harassment	Campus	Co-Student	Consent provided for UNSW to investigate	Unsubstantiated. Warning letter sent to student but no finding of misconduct.
252	2018	<12 months	Sexual Assault	Off Campus (UNSW event)	Co-Student;Friend	Consent provided for UNSW to investigate	Investigation did not proceed. Withdrawn by reporter.
253	2018	>1 year_<3 years	Sexual Assault	Unknown	N/A	Report Only	
254	2018	>3 years_<5 years	Information Not Available	Off Campus (After UNSW event)	N/A	Report Only	
255	2018	<12 months	Sexual Assault	Campus	Co-Student	Consent provided for UNSW to investigate	Unsubstantiated. Insufficient information provided.
256	2018	<12 months	Sexual Harassment	Campus	Student-Staff	Consent provided for UNSW to investigate	Substantiated; Guidance and Counselling provided
257	2018	<12 months	Sexual Harassment	Campus	Student-Staff	Consent provided for UNSW to investigate	Substantiated; Guidance and Counselling provided
258	2018	<12 months	Sexual Assault	Unknown	Student-Staff	Report Only	
259	2018	>1 year_<3 years	Sexual Assault	Off campus (not UNSW related)	Student-Staff	Report Only	
260	2018	<12 months	Sexual Assault	Campus	N/A	Report Only	
261	2018	<12 months	Sexual Harassment	Campus	Co-Student	Report Only	
262	2017	<12 months	Sexual Assault	Campus	Ex-Partner	Report Only	
263	2017	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
264	2017	<12 months	Sexual Harassment	Campus	Student-Staff	Consent provided for UNSW to investigate	Investigation did not proceed. Withdrawn by reporter.
265	2017	<12 months	Online Behaviours	Online	Co-Student	Consent provided for UNSW to investigate	Substantiated. Formal Warning issued with written apology to person affected.

266	2017	<12 months	Sexual Assault	Off Campus (UNSW event)	Stranger	Report Only	
267	2017	<12 months	Sexual Assault	Off campus (not UNSW related)	Friend	Report Only	
268	2017	0	Sexual Harassment	Campus	Known Person_No Name	Consent provided for UNSW to investigate	Investigation did not proceed. Insufficient information to proceed.
269	2017	0	Sexual Assault	Off campus (not UNSW related)	N/A	Report Only	
270	2017	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
271	2017	<12 months	Sexual Assault	Campus	Ex-Partner;Student-Staff	Consent provided for UNSW to investigate	Unsubstantiated; After SCIU investigated, the allegations were dismissed due to insufficient probative evidence available
272	2017	<12 months	Sexual Harassment	Campus	Stranger	Report Only	
273	2017	<12 months	Sexual Assault	Off campus (not UNSW related)	N/A	Report Only	
274	2017	<12 months	Sexual Harassment	Campus	Known Person_No Name	Consent provided for UNSW to investigate	Investigation did not proceed. Withdrawn by reporter.
275	2017	<12 months	Online Behaviours	Online	N/A	Report Only	
276	2017	0	Online Behaviours	Campus	N/A	Report Only	
277	2017	0	Information Not Available	Unknown	N/A	Report Only	
278	2017	0	Sexual Harassment	Campus	Co-Staff	Report Only	
279	2017	<12 months	Sexual Assault	Campus	Co-Student	Report Only	
280	2017	<72 hours	Sexual Harassment	Off campus (not UNSW related)	Co-Student	Report Only	
281	2017	<72 hours	Sexual Harassment	Off campus (not UNSW related)	Co-Student	Report Only	
282	2017	<72 hours	Sexual Harassment	Off campus (not UNSW related)	Co-Student	Report Only	
283	2017	0	Sexual Act	Campus	Known Person_No Name	Report Only	
284	2017	<12 months	Sexual Touching	Off campus (not UNSW related)	Co-Student	Consent provided for UNSW to investigate	Investigation did not proceed. Out of Scope of Procedure; Respondent was charged and was found guilty in a court of law.
285	2017	<72 hours	Sexual Touching	Off campus (not UNSW related)	Stranger	Report Only	
286	2017	<12 months	Sexual Touching	Off campus (not UNSW related)	Stranger	Report Only	

287	2017	<12 months	Sexual Assault	Campus	Known Person_Name	Report Only	
288	2017	<12 months	Sexual Assault	Off campus (not UNSW related)	N/A	Report Only	
289	2017	<12 months	Sexual Touching	Off campus (not UNSW related)	Stranger	Report Only	
290	2017	<12 months	Information Not Available	Off campus (not UNSW related)	N/A	Report Only	
291	2017	<12 months	Information Not Available	Off campus (not UNSW related)	N/A	Report Only	
292	2017	<72 hours	Sexual Act	Campus	Co-Student	Report Only	
293	2017	<12 months	Sexual Assault	Campus	N/A	Report Only	
294	2017	0	Information Not Available	Off campus (not UNSW related)	N/A	Report Only	
295	2017	<12 months	Sexual Assault	Campus	Known Person_Name	Report Only	
296	2017	<12 months	Sexual Harassment	Campus	Student-Staff	Report Only	
297	2017	0	Sexual Assault	Campus	Co-Student	Consent provided for UNSW to investigate	Investigation did not proceed. Withdrawn by reporter.
298	2017	<12 months	Support Related Issues/Stress	Off campus (not UNSW related)	N/A	Report Only	
299	2017	<12 months	Support Related Issues/Stress	Off campus (not UNSW related)	N/A	Report Only	
300	2017	<12 months	Sexual Assault	Off campus (not UNSW related)	N/A	Consent provided for UNSW to investigate	Investigation did not proceed. Out of Scope of Procedure;
301	2017	<12 months	Sexual Assault	Unknown	Co-Student	Report Only	
302	2017	<12 months	Other	Campus	Co-Staff	Report Only	
303	2017	<12 months	Sexual Harassment	Campus	Student-Staff	Report Only	
304	2017	<12 months	Sexual Assault	Off campus (not UNSW related)	N/A	Report Only	