



## Sexual Misconduct

The enclosed data is from 1 July 2016 to 30 June 2020 and is an update to a previously released report ([2011-2016](#)). The latest report contains 75 alleged sexual misconduct incidents reported to the University for formal investigation between 1 July 2016 to 30 June 2020.

In 2017 UNSW established a range of support mechanisms to assist with the reporting of, and response to Sexual Misconduct. This included a new [Sexual Misconduct Reporting Portal](#), a standalone [Sexual Misconduct Prevention and Response Policy](#), a [RESPECT Survey](#) and a [First Responders Network](#).

The [Sexual Misconduct Portal](#) launched (July 2017) with the objective of [making it easier for UNSW students or staff to report incidents](#) and find and navigate information on available support services resulting in an increase in the number of cases reported compared to the previous reporting period.

The Portal is a stand-alone reporting portal and data collection point for reports of sexual misconduct. It allows anyone to report an incident of sexual assault or harassment, whether they have been directly affected, are a witness to an incident or a support person. Reports can be made anonymously, or with full details provided, depending on the wishes of the reporter. Reports may also be made for past or off-campus incidents. Not all reports of sexual misconduct made to UNSW can be investigated - there are a range of reasons for this including, where the reporter does not want the matter investigated or where the respondent is not known, or not connected to the University. Even where the matter cannot be investigated all reports made through the Portal are responded to and information on appropriate support services provided.

In June 2017 an independent expert was engaged to review all existing policies and procedures in relation to sexual assault and sexual harassment, and to develop a Sexual Misconduct Policy. There was significant consultation on the development of the Policy, including with students, academic and professional staff, accommodation providers, unions, counselling, medical and professional staff. The UNSW [Sexual Misconduct Prevention and Response Policy](#) was implemented in June 2018 and updated in October 2018.

UNSW engaged Hudson Global Resources to undertake the [UNSW Respect! Survey](#) in April 2019 in response to the [2017 Australian Human Rights Commission report into Sexual misconduct & Harassment at Australian Universities](#).

[UNSW First Responders](#) are volunteer students and staff who are trained by the Gendered Violence Research Network to provide support to those affected. There are 52 trained and accredited First Responders across all campuses.

Incident No.	Year Reported	Reported to	Type	Location	Victim	Offender	Police	Status	Outcome
1		Human Resources	Sexual harassment	on campus	Student	Staff	No	Partly substantiated	Written warning; employment ceased.
2		Human Resources	Sexual harassment	on campus	Staff	Staff	No	Substantiated	Respondent to complaint employment ceased.
3		Human Resources	Sexual harassment	on campus	Staff	Contractor	No	Partly substantiated	Contract terminated early
4		Human Resources	Sexual harassment	on/off campus	Staff/Student	Staff	No	Partly substantiated	Written warning
5		Human Resources	Sexual harassment	on campus	Staff/Student	Staff	No	Partly substantiated	Respondent to complaint employment ceased
6		Human Resources	Sexual harassment	off campus	External	Staff	No	Partly substantiated	Respondent to complaint employment ceased
7		Human Resources	Sexual harassment	on/off campus	Staff	Staff	No	Partly substantiated	Respondent to complaint employment ceased
8		Human Resources	Sexual harassment	off campus	Student	Staff	No	Not substantiated	No further action
9		Human Resources	Sexual harassment	on/off campus	Staff	Staff	No	Partly substantiated	Respondent to complaint employment ceased
10		Human Resources	Sexual harassment	on campus	Staff	Staff	No	Partly substantiated	Respondent to complaint employment ceased
11		Human Resources	Sexual harassment	off campus	Student	Conferred title holder	No	Substantiated	Conferred title ultimately withdrawn
12		Human Resources	Sexual harassment	on campus	Staff	Staff	No	Substantiated	Asked to remove offensive poster; Responsible Employee Training
13		Human Resources	Sexual harassment	on campus	NA	Staff	No	Partly substantiated	Respondent to complaint employment ceased
14		Human Resources	Sexual harassment	on campus	NA	Staff	No	Partly substantiated	Respondent to complaint employment ceased
15		Human Resources	Sexual harassment	on campus	NA	Staff	No	Partly substantiated	No further action taken
16		Human Resources	Sexual harassment	on campus	Student	Staff	No	Not substantiated	Requirement to retake EEO Online and Responsible Employee training
17		Human Resources	Sexual harassment	on campus	Contractors	Staff	No	Not substantiated	No further action
18		SCIU	Sexual Harassment	Campus	Student- Female	Staff- Male	No	Referred to another Policy or Procedure	

19		SCIU	Sexual Harassment	Campus	Student- Female	Staff- Male	N	Referred to another Policy or Procedure	
20		SCIU	Sexual Harassment	Campus	Student- Female	Staff- Male	N	Referred to another Policy or Procedure	Written apology from Arc Process
21	2016	SCIU	Sexual Harassment	Campus	Student- Female	Student- Male	Y	Unsubstantiated	
22	2016	UNSW Security	Sexual Harassment	Campus	Visitor-minor	Student- Male	Y	Substantiated	* Initial Restriction from campus (14 days) Exclusion
23	2016	UNSW Security	Sexual Harassment	Campus	Not Applicable	Unknown-Multiple	Y	Insufficient Information - Allegation did not proceed	
24	2016	SCIU	Indecent Assault	Campus	Student- Female	Student- Male	N	Substantiated	Formal reprimand; Formal warning; recorded on Student Misconduct Register. Student was not given further lodging in UNSW student accomodation
25	2016	UNSW Security	Sexual Harassment	Campus	Student- Female	Student- Male	N	Substantiated	Formal warning; Recorded on Student Misconduct register; reflective essay; undertake Respect@UNSW module
26	2016	SCIU	Sexual Harassment	Campus	Student- Female	Student- Male	N	Partially Substantiated	Formal Warning; Formal Reprimand; recorded on Student Misconduct Register
27	2016	SCIU	Indecent Assault	Campus	Student- Female	Student- Male	N	Withdrawn by victim	
28	2017	SCIU	Sexual Harassment	Campus	Unknown	Unknown- Male	N	Insufficient Information - Allegation did not proceed	
29	2017	SCIU	Sexual Harassment	Campus	Student- Female	Staff- Male	N	Insufficient Information - Allegation did not proceed	
30	2017	SCIU	Sexual Harassment	Campus	Staff- Male	Staff- Female	N	Out of scope of procedure	
31	2017	SCIU	Sexual Harassment	Campus	Student- Male	Staff- Male	N	Insufficient Information - Allegation did not proceed	
32	2017	SCIU	Sexual Harassment	Off Campus	Staff- male	Student- Female	N	Out of scope of procedure	

33	2017	SCIU	Sexual Harassment	Off Campus	Not Applicable	Unknown- Male	N	Insufficient Information - Allegation did not proceed	
34	2017	SCIU	Sexual Harassment	Campus	Student- Female	Student- Female	N	Out of scope of procedure	
35	2017	SCIU	Sexual Harassment	Campus	Student- Female	Staff- Male	N	Insufficient Information - Allegation did not proceed	
36	2017	SCIU	Sexual Harassment	Campus	Student- Female	Student- Male	N	No allegation - victim did not want to proceed	
37	2017	SCIU	Sexual Harassment	Off Campus	Student- Female	Other- Male	N	Substantiated	UNSW terminated agreement with company.
38	2017	SCIU	Indecent Assault	Off Campus	Unknown	Student- Male	N	Out of scope of procedure	
39	2017	SCIU	Sexual Assault	Off Campus	Student- Female	Student- Male	Y	Out of scope of procedure	
40	2017	SCIU	Sexual Assault	Campus	Student- Female	Student- Male	N	No allegation - victim did not want to proceed	
41	2017	SCIU	Indecent Assault	Campus	Student- Female	Student- Male		Substantiated	Formal Reprimand; 1 Year suspension; recorded on Student Misconduct Register
42	2017	SCIU	Sexual Harassment	Online	Student- Female	Student- Male	N	Substantiated	Formal Warning; Recorded on Student Misconduct register; Written apology to victim
43	2017	SCIU	Sexual Assault	Campus	Student- Female	Student- Male	N	Unsubstantiated	
44	2017	SCIU	Sexual Harassment	Campus	Student- Female	Student- Male	N	Substantiated	Formal Warning
45	2017	SCIU	Sexual Harassment	Campus	Student- Female	Student- Male	N	Substantiated	Formal Warning
46	2017	SCIU	Indecent Assault	Off Campus	Student- Female	Student- Male	Y	Substantiated	Formal Warning; OoFL for course; 1 semester Suspension - conditional on satisfying the School that respondent understands professional responsibilities and are fit to practice
47	2018	SCIU	Sexual Harassment	Campus	Student- Female	Student- Male	N	No allegation - victim did not want to proceed	
48	2018	SCIU	Sexual Harassment	Campus	Not Applicable	Unknown- Multiple	N	No further action - public display of affection between consenting students	

49	2018	SCIU	Sexual Harassment	Campus	Not Applicable	Unknown-Multiple	N	No further action - public display of affection between consenting students	
50	2018	SCIU	Sexual Assault	Off Campus	Student- Female	Student- Male	Y	No allegation - victim did not want to proceed	
51	2018	SCIU	Sexual Harassment	Off Campus	Student- Female	Student- Male	N	Out of scope of procedure	
52	2018	SCIU	Sexual Harassment	Off Campus	Student- Male	Unknown- Male	N	Unsubstantiated	
53	2018	SCIU	Sexual Harassment	Campus	Student- Female	Visitor- Male	N	Substantiated	Formal warning - All contractors were advised that inappropriate behaviour would not be tolerated
54	2018	SCIU	Sexual Assault	Off Campus	Student- Female	Student- Male	N	Insufficient Information - Allegation did not proceed	
55	2018	SCIU	Sexual Harassment	Online	Student- Female	Student- Male	N	Unsubstantiated	
56	2018	SCIU	Sexual Harassment	Online	Student- Female	Student- Male	N	Unsubstantiated	
57	2018	UNSW Security	Sexual Harassment	Campus	Student- Female	Student- Male	N	No allegation - victim did not want to proceed	
58	2018	SCIU	Sexual Harassment	Online	Not Applicable	Student- Male	N	Substantiated	Formal Reprimand; undertake Gendered Misconduct e-learning module; reflective essay
59	2018	SCIU	Sexual Harassment	Online	Not Applicable	Student- Male	N	Unsubstantiated	
60	2018	SCIU	Indecent Assault	Campus	Student- Female	Student- Male	N	Unsubstantiated	
61	2018	SCIU	Indecent Assault	Campus	Student- Female	Staff- Female	N	Unsubstantiated	
62	2020	SCIU	Sexual Assault	Campus	Student- Female	Student- Male	N	Unsubstantiated	
63	2020	SCIU	Sexual Assault	Campus	Student- Female	Student- Male	N	Unsubstantiated	
64	2020	SCIU	Sexual Harassment	Campus	Student- Female	Student- Male	N	Substantiated	Formal Warning; Remedial educative only; Reflective essay
65	2020	SCIU	Indecent Assault	Campus	Student- Female	Student- Male	N	Unsubstantiated	
66	2019	SCIU	Indecent Assault	Off Campus	Visitor- Female	Student- Male	Y	Under Investigation - pending criminal matter	
67	2019	SCIU	Sexual Harassment	Campus	Student- Female	Student- Male	N	Unsubstantiated	
68	2019	SCIU	Sexual Assault	Off Campus	Visitor- Female	Student- Male	N	Out of scope of procedure	
69	2020	SCIU	Sexual Harassment	Online	Student- Female	Student- Male	N	Unsubstantiated	

70	2020	SCIU	Sexual Assault	Campus	Student- Female	Student- Male	N	Referred to another Policy or Procedure	
71	2020	SCIU	Sexual Harassment	Online	Student- Male	Student- Male	N	Complaint did not proceed - Duplicate complaint	
72	2020	SCIU	Sexual Harassment	Online	Student	Student- Male	N	Insufficient Information - Allegation did not proceed	
73	2019	SCIU	Sexual Assault	Campus	Student- Female	Student- Male	Y	Substantiated	Referred to Police (S316 Disclosure)
74	2020	SCIU	Sexual Assault	Campus	Student- Female	Student- Male	N	Referred to another Policy or Procedure	
75	2019	SCIU	Sexual Harassment	Campus	Student- Female	Student	N	Complaint did not proceed	

Term	Definition
Indecent Assault	Sexual assault that does not include rape
Sexual Assault	illegal sexual contact that usually involves force upon a person without consent or is inflicted upon a person who is incapable of giving consent (as because of age or physical or mental incapacity) or who places the assailant (such as a doctor) in a position of trust or authority
Sexual Harassment	Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances.