



University of  
South Australia

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(Sexual Assault & Harassment)

**Building a Culture of Respect for All**


# Respect.Now.Always

- raise awareness of sexual assault and sexual harassment (SASH)
- lift the visibility of support
- obtain data to guide further improvements in university policies and services
- assist universities in sharing global best practice resources

**HELP SHAPE  
A CULTURE  
BASED ON  
SAFETY AND  
RESPECT.**



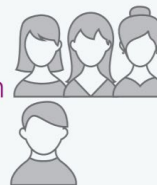
## At a glance...

  
30,000+ students responded to the national survey

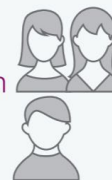
  
39 Australian universities represented

## Who experiences sexual assault and sexual harassment at university?

Women were **three times** as likely as men to have been **sexually assaulted** in a university setting in 2015 or 2016.



Women were **almost twice** as likely as men to have been **sexually harassed** in a university setting in 2016.



## Prevalence and location of sexual assault and sexual harassment at university.



One in five (21%) students were **sexually harassed** in a university setting, excluding travel to and from university, in 2016.

1.6% of students were **sexually assaulted** in a university setting, including travel to and from university, on at least one occasion in 2015 or 2016.

## Complaints or reports of sexual assault and sexual harassment at university



**94%** of students who were **sexually harassed** and

**87%** of students who were **sexually assaulted**

...did **not** make a formal report or complaint to their university.



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# Everyone's Business: AHRC Survey 2018

- 2 in 5 women & 1 in 4 men in Australia sexually harassed at work in the past 5 years
- 4 out of every 5 harassers in the workplace were men
- 1 in 3 workers in Australia had been sexually harassed at work over the last 5 years, compared with 1 in 5 from the 2012 survey and 1 in 10 in 2003.

## Witnesses to workplace sexual harassment

40% of workplace **sexual harassment** incidents were witnessed by at least one other person.



69%

In the majority of cases (69%), the witness **did not intervene**.

## Reporting of workplace sexual harassment

Fewer than one in five people (17%) made a formal report or complaint about workplace **sexual harassment**.

17%



Almost one in five people who did report, were labelled a **troublemaker** (19%), were **ostracised, victimised or ignored by colleagues** (18%) or **resigned** (17%).

Fourth national survey on sexual harassment in Australian workplaces, AHRC 2018



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# Room exercise...

Preparing to go out on  
your own at night



# Sexual harassment: Know where the line is



Sexual harassment: Know where the line is

Watch later



# SASH Policy

- Victim/survivor-centric & trauma informed
- Inclusive of both students and staff as victim/survivors
- Underpinned by appropriate services and support structures in place for students and staff



# Disclosure & Reporting

- **Disclosure** is telling someone and/or seeking advice or support without initiating a formal report with the University or externally to another agency
- **Reporting** is a formal process, requiring a response from the University. It can mean taking the appropriate action in conjunction with the police, professional bodies or other government agencies, such as the Equal Opportunity Commission.



# First Responder

- A member of the university community who, as part of their substantive duties, may provide appropriate support and information to anyone who has been subjected to sexual assault or sexual harassment.
- Students or staff may disclose or report any member of the university. In these instances this person should support them to talk with a trained first responder.

# First Responders - Staff

- Manager Business Partnerships (People, Talent and Culture)
- Security staff
- UniSA Equity Contacts

<https://i.unisa.edu.au/students/student-support-services/wellbeing-at-unisa/sexual-assault-and-harassment/deciding-what-to-do-next/first-responders/>

# First Responders - Students

- Counsellor and Training Coordinator (Sexual Assault and Sexual Harassment)
- Student Counsellors
- Access and Inclusion Advisors
- Wurringka Student Services staff
- Security staff

# SASH Website

- Support services available for students and staff who have been sexually assaulted or sexually harassed
- Options available to students and staff wishing to disclose or report an incident of sexual assault or sexual harassment

[Sexual Assault and Sexual Harassment Website](#)



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# Obligations of managers & supervisors



You must make every effort to ensure that the workplace and/or study environment is respectful, safe and free from sexual harassment or violence.

# Managers & Supervisors

- Ensure everyone in your work area is aware of the policy
- Reinforce that SASH will not be tolerated
- Provide or support initiatives to raise awareness
- Model the behaviour that is at the heart of a Respect. Now. Always culture
- Participate in any investigation process when required
- Take prompt and responsible action to any complaint of victimisation.

# If you observe inappropriate behaviour

- Seek advice from a PTC Business Partner or first responder on an appropriate response
- Take reasonable steps to stop it or prevent it from happening again.
- Inform those involved that the behaviour could give offence and that it should cease immediately.
- Monitor and take further action in accordance with the University's policy if the behaviour persists



**BELIEVED.  
INFORMED.  
SUPPORTED.**

It is the support that a victim/survivor receives that has the most important impact on their recovery - 'procedural justice' - being **believed, informed, supported**

(Herman, 2003)



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# Helpful resources

Employee Assistance Program (EAP)

24/7 Support for sexual assault and domestic violence 1800 RESPECT

<https://www.1800respect.org.au/>

Support for male victims of sexual violence <https://www.livingwell.org.au/>

Support for survivors of childhood sexual abuse

<http://www.blueknot.org.au/>

**RESPECT.  
NOW.  
ALWAYS.**

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