



THE UNIVERSITY
of ADELAIDE

150 YEARS

2023

Sexual Misconduct Annual Report

Content warning

This report contains information about disclosures and reports of sexual assault and sexual harassment which may be distressing.

If you would like to speak to someone for support, please contact any of the internal or external supports listed on the Safer Campus Community website: www.adelaide.edu.au/safer-campus-community/support

Acknowledgement of victim-survivors

We acknowledge victim-survivors of sexual misconduct and all forms of sexual harm. We acknowledge that while sexual misconduct may be perpetrated or experienced by people of any sex, gender or sexual orientation, it disproportionately affects women, people of the LGBTIQ+ community, including trans and gender diverse people, Aboriginal and Torres Strait Islander people, people from non-western ethnic, cultural and religious backgrounds and people with disability.

The University acknowledges that gender inequality contributes to many forms of sexual misconduct occurring and that power is central to contemporary understandings of violence and abuse.

We recognise the courage of those who have come forward to report their experiences to the University, and those who have not. We recognise the ongoing courage of those continuing to recover from the impacts of trauma.

We acknowledge the important role we have in preventing sexual misconduct, and providing a trauma-informed response to sexual misconduct when it occurs.

A message from the Vice-Chancellor and President



This Report marks a milestone in the University of Adelaide's ongoing commitment to addressing and preventing sexual misconduct in our community.

It reflects our commitment to transparency and accountability about the steps we are taking to prevent sexual misconduct, and to ensure that, where it occurs, our response reflects trauma-informed and procedurally fair practices.

The University has taken significant steps in recent years to implement updated training for staff and students, improve reporting options and access to support, and redesign our approach to managing sexual misconduct. I am confident this work has had a positive impact on our community, but I also recognise there is more to be done.

Issues of sexual misconduct and gender-based violence remain prevalent in our society. Ongoing, dedicated efforts are required both across our community and within our institution to ensure a safe environment for all members of our community to study and work.

Professor Peter Høj AC

Vice-Chancellor and President
The University of Adelaide



Kaurna acknowledgement

We acknowledge and pay our respects to the Kaurna people, the original custodians of the Adelaide Plains and the land on which the University of Adelaide's campuses at North Terrace, Waite, and Roseworthy are built. We acknowledge the deep feelings of attachment and relationship of the Kaurna people to country and we respect and value their past, present and ongoing connection to the land and cultural beliefs. The University continues to develop respectful and reciprocal relationships with all Indigenous peoples in Australia, and with other Indigenous peoples throughout the world.



Contents

1. Executive Summary / 2

2. Background / 4

- 2.1 How reports of sexual misconduct are made / 4
- 2.2 How reports of sexual misconduct are managed / 5
 - 2.2.1 Victim-survivor-centred actions / 5
 - 2.2.2 Respondent-centred actions / 5
 - 2.2.3 Systemic actions / 6
- 2.3 How conduct is addressed / 6
- 2.4 How data is recorded and reported / 7

3. 2023 Reports of Sexual Misconduct / 8

- 3.1 Total matters and incidents / 8
- 3.2 Total allegations / 9
- 3.3 Respondent and complainant demographics / 10
 - 3.3.1 Gender / 10
 - 3.3.2 Age - students / 10
 - 3.3.3 Age - staff / 10
- 3.4 Action taken in response to sexual misconduct allegations / 10
- 3.5 Systemic actions to address sexual misconduct / 11

4. Priorities for 2024 / 12

Glossary / 14

1. Executive Summary

The University of Adelaide is committed to addressing and eliminating gender-based violence and sexual harm within the University community. As part of this commitment, the University is publishing its first Annual Report on sexual misconduct matters reported to the University in 2023.

The Report seeks to provide transparency about sexual misconduct incidents in the University community, with the goal of building trust and confidence in the University's handling of these matters. The University recognises that accessing support and having the opportunity to have concerns addressed through trauma-informed complaints processes can assist victim-survivors in their recovery from trauma. It is, therefore, vital that members of our community feel confident to engage with the University about these experiences.

The Report provides an overview of the activities undertaken and planned by the University to prevent and address sexual harm. To ensure these activities are meaningful and appropriate, it is important that we understand the experiences of sexual misconduct impacting members of our community, which includes over 30,000 students and 3,000 staff. This has been achieved through analysis of deidentified data from the disclosures

and complaints raised with the University, which is reflected in this report.

The statistics published in this report are based on **45 matters** received in 2023 about **43 separate alleged incidents** that occurred during 2023¹. Nine additional matters were received in 2023 about incidents that occurred prior to 2023. These have been excluded from the analysis to ensure the report focuses on the current experiences of our community. This in no way diminishes the significance of historical matters. The University fully supports the right of individuals who have experienced sexual misconduct to report it at a time that is right for them and remains committed to actioning those matters appropriately.

The University acknowledges that not all individuals who have experienced sexual harm within our community may have chosen to report their experiences to the University. We respect the rights of each individual to make that choice

1. In 2023, the total number of matters was slightly higher than the total number of incidents because, on two separate occasions, two complainants each reported the same incident.



while being committed to ensuring that those who do choose to disclose their experiences are provided with access to trauma-informed support services and complaint processes, should they choose to access them.

Our focus is on continuing to improve our support and processes, being victim-survivor-centred, and improving the data we report on.

Information about the way the University receives and manages reports of sexual misconduct is set out in Section Two of the report.

For deeper insights into the incidents that were reported in 2023 (both University-

related and non-University related), please refer to Section Three. This section also includes a summary of the action that was taken by the University in response to University-related incidents.

The Report concludes with the University's priorities for 2024 in Section Four.

The University's Sexual Misconduct Policy outlines the scope and definition of sexual misconduct. Sexual misconduct includes sexual assault and sexual harassment. The policy extends to conduct involving a member of the University community (including staff, students, titleholders, and volunteers) where the conduct occurs in a range of circumstances and

locations connected to the University. This includes conduct at University events, in residential colleges, and at events held by University clubs.

The terms **complainant** and **respondent** are used to describe a person who reports a matter (complainant) and those whose conduct is the subject of a matter (respondent). This recognises that some reports of sexual misconduct are raised by bystanders (witnesses) rather than the victim-survivor themselves.

The Glossary at the end of the document provides an explanation of these and other terms used throughout the Report.

2. Background

In late 2022, the University's systems and structures for receiving reports about behaviour and conduct, including sexual misconduct, significantly changed when:

- the University established an Integrity Unit (the Unit) to centrally manage all disclosures and complaints about sexual misconduct, using a trauma-informed approach
- an updated online reporting process was made available through the University's Safer Campus Community website, supporting individuals to report disclosures and complaints, including anonymous reporting
- a centralised case management system was implemented, providing a single source of data relating to sexual misconduct incidents, whether they involved staff, students or other members of the University community.

In 2023, the new processes for raising conduct concerns, including sexual misconduct, were promoted within the University community via digital

communication channels and other awareness-raising activities. Further information about the prevention work undertaken in 2023 is set out in section 3.5 of this report.

2.1 How reports of sexual misconduct are made

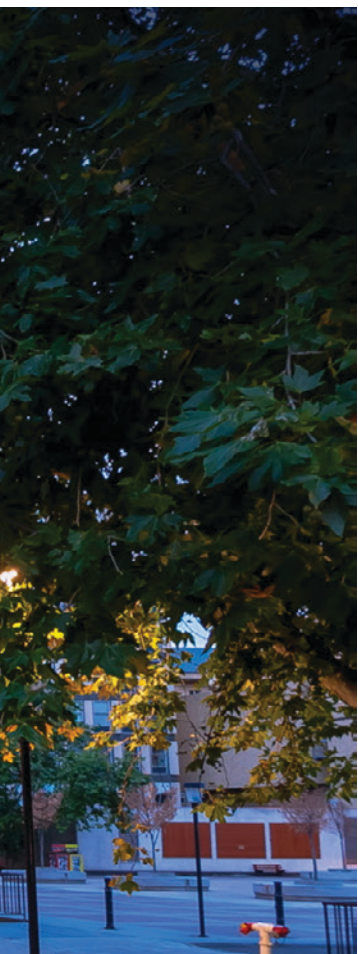
The Integrity Unit receives reports of sexual misconduct from students, staff, alumni and members of the public through a range of channels. These reports can be made by direct contact with the Unit by phone, email, in person, or by using the online reporting portal. The portal is accessible from the University's Safer Campus Community and Integrity Unit websites. It enables individuals to determine whether they wish to disclose their full identity, limited contact information or report anonymously. Reporters are provided with a report number and password that enables them to access the portal and communicate with the Integrity Unit if they wish.

The University's websites and communications promoting reporting channels intentionally use broad language about what sort of behaviour can be reported to encourage individuals to report any behaviour that concerns them and remove any perceived barriers about the "seriousness" of the incident.

Reports can be made as either a disclosure or a complaint.

A **disclosure** is a report made by a person seeking support or who wants to report an alleged incident and who does not want the University to notify the respondent of the matter and/or take action in response to their report at this time.

A **complaint** is a report made by a victim-survivor who wants the University to take action with the respondent.



Often matters are received initially as disclosures, and individuals are provided with support and information about what a complaint process might involve. When a victim-survivor is ready to make an informed decision to progress the matter to a complaint, the matter is updated to reflect that changed status. The University provides support to a victim-survivor during this process according to their choices and respects the right of a complainant to change their mind at any time.

2.2 How reports of sexual misconduct are managed

The Integrity Unit seeks to ensure that reports of sexual misconduct are handled sensitively and in accordance with trauma-informed practices. Since mid-2023, the Unit has sought to manage sexual misconduct reports through an end-to-end process, minimising the need for victim-survivors to retell their story. Prior to this date, other

parts of the University supported the management of some of these matters.

Each matter reported to the Unit is carefully considered to ensure appropriate action is taken. For each matter, three types of actions are generally considered and are explained in further detail below:

- victim-survivor-centred actions (2.2.1)
- respondent-centred actions (2.2.2)
- systemic actions (2.2.3).

2.2.1 Victim-survivor-centred actions

The Integrity Unit aims to ensure that each victim-survivor involved in an experience of sexual misconduct disclosed to the Unit is:

- encouraged to connect to professional wellbeing supports such as the Student Counselling Support service, the University's Employee Assistance Programme (EAP), or other professional services of their choice
- encouraged to connect to other external supports including personal supports such as family and friends, community support networks and other specialist external supports that include sexual assault services and domestic violence services
- provided with information about external processes they may be

able to access, including reporting to police, seeking an intervention order, or reporting to the Equal Opportunity Commission

- provided with support to address any impacts on their work or study environment, for example, timetable adjustments, applying for assignment extensions or alternative exam arrangements, and arranging for a change of PhD supervisor.

In addition, where the matter relates to University-related conduct (see section 2.3 below), the victim-survivor is provided with information about the University's processes for responding to sexual misconduct. Where they elect to formalise a complaint, the Integrity Unit ensures that they are kept informed and supported through any process undertaken.

2.2.2 Respondent-centred actions

Where concerns about the conduct of a respondent within the University community are disclosed to the Integrity Unit, the Unit ensures these concerns are appropriately addressed. For example:

- **Where the victim-survivor wishes to pursue a complaint,** the Unit ensures the matter is actioned in accordance with relevant policies and misconduct procedures. This includes ensuring a robust and impartial investigation is undertaken, where appropriate.

Safer Campus Community

Home / safer campus community / Reporting Options

Reporting Options

The University is committed to building a culture where members of its community feel safe to speak up if they experience or witness anything that doesn't feel right. We encourage you to report an issue or incident that you have experienced or witnessed.

Information about reporting options can be found at www.adelaide.edu.au/safer-campus-community/

The Unit also provides advice and support to delegated decision-makers in relation to conduct matters to enable them to address conduct concerns with the respondent.

- **Where the victim-survivor does not wish to pursue a complaint,** the Unit considers whether the disclosure highlights a risk or concern requiring action. Any action contemplated following a disclosure will carefully consider the potential impact on the victim-survivor. Priority is given to respecting the wishes of the victim-survivor unless there is an unacceptable risk to them or other

members of the University community. Victim-survivors are kept informed at all times about the handling of these matters. In 2023, there were no matters where the University notified a respondent of a matter against the wishes of the victim-survivor.

2.2.3 Systemic actions

In receiving reports of sexual misconduct, the Unit seeks to identify any themes, patterns or trends arising from the reports and to consider strategies to address these.

2.3 How conduct is addressed

In late 2022, the University introduced its Sexual Misconduct Policy. The policy applies to staff, students and other members of the University community. The policy expands the circumstances in which the University can take action in relation to inappropriate behaviour. The policy achieves this through a new term "University Related Conduct".

University Related Conduct means any conduct that occurs:

- at or in connection with any University function, activity or event (whether in person, online or otherwise), including conferences, workshops, camps, field trips, inter-university events, and other social functions; or
- when a person is representing the University in any capacity; or
- during, or in connection with, the performance of duties for the University; or
- using, or is facilitated by, University information and communication technology resources or other equipment referred to in the IT Acceptable Use and Security Policy; or
- on, or in connection with, any property owned, leased or occupied by the University (or any entities it controls) or any lands or roads within any University campus; or
- at or in connection with any University owned, managed, affiliated or branded student accommodation. This includes Aquinas College, Lincoln College, St Ann's College, St Mark's College, Kathleen Lumley College and Scape; or
- at or in connection with any activity or event organised by the *Adelaide University Union (YouX)*, *Adelaide University Sport*, or their affiliated organisations or clubs; or
- during or in connection with Students' clinical, practicum, internship or work experience placements, or while a student is participating in University approved study at another institution.

Source: University of Adelaide, Sexual Misconduct Policy, effective 30 November 2022

Where a complaint is raised that an individual has engaged in sexual misconduct associated with University Related Conduct, the policies and procedures by which that is addressed will be guided by:

- the University's Enterprise Agreement, where the respondent is a staff member
- the University's Student Misconduct Framework, where the respondent is a student
- the Sexual Misconduct Policy for other members of the community, where the Integrity Unit will identify appropriate strategies to address the conduct having regard to their role with the University.

The University's Enterprise Agreement and the Student Misconduct Framework provide for various approaches to addressing conduct concerns. Our procedures embed the principles of procedural fairness, meaning that the respondent is afforded a fair opportunity to respond.

The safety and wellbeing of the University community is our primary consideration and our processes provide the complainant with safe-making options as well as pastoral and academic support. Where the matter does involve University-related conduct, the University's Integrity Unit works with victim-survivors to understand their preferred pathway for addressing their concerns to ensure their views are considered.

Generally, the pathways available can be considered "formal" and "informal". "Formal" pathways involve a determination of whether sexual misconduct has occurred. This will usually involve an investigation of the matter. Where a determination that misconduct has occurred is reached by the relevant decision-maker, a decision about appropriate penalties will also be made.

"Informal" pathways include mechanisms that enable the conduct to be addressed without a formal investigation. Such a process allows for the respondent to be advised of concerns about their conduct, cautioned that such behaviour is not appropriate, and given direction about future conduct without a formal finding of "misconduct" being made. Depending on the nature and seriousness of the alleged conduct, and any relevant historical concerns, these processes can provide a meaningful, timely mechanism for addressing the conduct without the burden for the victim-survivor of participating in an investigation.

2.4 How data is recorded and reported

Each report raised with the Integrity Unit is considered a matter. Each matter is recorded as either a disclosure or a complaint.

Sometimes, multiple reports are made about the same incident. For example, if a group of individuals are harassed, and they each make a report, these are counted as a single incident to ensure that the data is properly understood.

Some matters will raise multiple allegations. An allegation is considered a distinct conduct concern about a specific individual. Multiple allegations can be raised against a single respondent where it is alleged they have engaged in multiple types of misconduct, e.g. the respondent both harassed and stalked the victim-survivor. Multiple allegations can also be raised where an incident involved more than one respondent, e.g. a group of individuals has jointly engaged in harassing behaviour.

3. 2023 Reports of Sexual Misconduct

43 alleged incidents led to **> 45** matters and **> 49** allegations

University Community Snapshot²



30,279 students



including 9,115 international students



3,678 employees (excludes casual employees)

3.1 Total matters and incidents

In 2023, the University received reports of 43 alleged incidents of sexual misconduct that occurred in 2023 and which led to the creation of **45 matters**³.

On two occasions, multiple matters were lodged about the same incident. Incident data provides a more meaningful insight into the prevalence of inappropriate behaviour, particularly in relation to sexual misconduct. For this reason, the analysis in this section focuses on the incidents, not the matters.

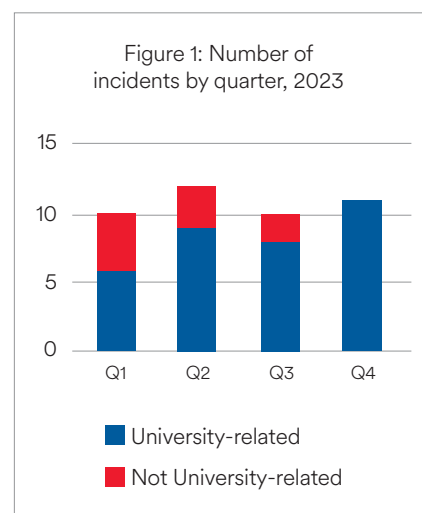
Of the 43 alleged incidents received, two related to sexual assault, one of which was raised as a disclosure. The remainder related to Other Sexual Misconduct or Harassment.

The University encourages members

of the University community to raise with the Integrity Unit any incident of sexual misconduct of concern. This enables the University to provide support and guidance to individuals who have experienced sexual misconduct. However, not all these matters involve an allegation of sexual misconduct that falls within the scope of the University's Sexual Misconduct Policy, such that the University can take action with the respondent. Examples of incidents that were outside the scope of the policy include:

- conduct occurring between students who were not connected through their studies, occurring away from campus or over social media
- conduct of a member of the University community against an individual who was not part of the University Community that did not occur in the course of their employment or study.

The incident data can be broken down to show which incidents were University-related and which were not. Of the total incidents that occurred in 2023, 34 were University-related, while nine were not (Figure 1).

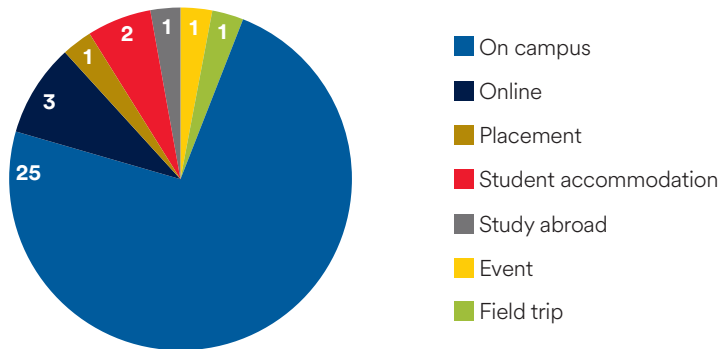


2. 30,279 students is based on 2023 data and includes international onshore and offshore students. 3,678 employees is based on 2023 data, number of persons, full-time and fractional full-time staff. Excludes casuals.

3. In 2023, the total number of matters was slightly higher than the total number of incidents because, on two separate occasions, two complainants each reported the same incident.

The majority of University-related incidents occurred on campus (25 incidents, Figure 2). This includes one incident at each of the Roseworthy and Waite campuses, with the remainder occurring on the North Terrace campus.

Figure 2: Location of university-related incidents



3.2 Total allegations

Each incident contains at least one allegation (a defined concern raised about an individual respondent). Some incidents may contain more than one allegation if, for example, there was more than one respondent or more than one type of conduct concern.

In 2023, across all alleged incidents, there were **49 allegations** of sexual misconduct. Two related to sexual assault and the remainder to Other Sexual Misconduct or Harassment.

Almost half of the 49 allegations involved student respondents (24), with staff being a respondent in 14 matters, and in 11 matters, the respondent was either unidentified or

external to the University (Table 1).

Of the 24 allegations raised about student respondents, 13 of these were reported by students.

Of the 14 allegations raised about staff, five were raised by other staff, four by students, and five by either anonymous reporters or those external to the University.

Table 1: Number of allegations by respondent and complainant⁴

		Complainant					
		Staff	UG student	PG Coursework student	HDR student	Unknown	Total
Respondent	Staff	5	3		1	5	14
	UG student	1	7			5	13
	Pre-Bachelor					1	1
	PG Coursework student			2		2	4
	HDR student	1	3		1	1	6
	Unknown	3	5			3	11
	Total	10	18	2	2	17	49

4. UG (Undergraduate), PG (Postgraduate), HDR (Higher Degree Research)

3.3 Respondent and complainant demographics

3.3.1 Gender

Across all allegations, where the gender of the respondent was known, all except one were male. There were 29 female complainants compared to three males (Figure 3).

3.3.2 Age - students

Where it was known, the age bracket of student respondents (24) and complainants (22) was compared to their percentage of the student population.

No allegations were raised against a student under 20 years of age. More than half of the respondents were aged 20-24 years, and more than 30 percent of respondents and complainants were aged 25-29 years.

3.3.3 Age - staff

Age profiles for the 14 staff respondents show a spread across all age brackets (Figure 4). However, none of the 10 staff complainants were in the under 30 age bracket, or the over 60 bracket. This may indicate some reluctance to report (or preference to report anonymously) for one or both of these cohorts.

3.4 Action taken in response to sexual misconduct allegations

Section 2.3 of this report provides an overview of how conduct is addressed by the University, including the formal and informal pathways available.

In relation to the 49 allegations raised in 2023, direct action was taken to address 18 allegations. The remaining 31 were matters raised as a disclosure (17), outside the University's policy remit (9), not subsequently pursued by the victim-survivor (2), referred to an external body (1), or the respondent was unable to be identified (2). The Integrity Unit reviews

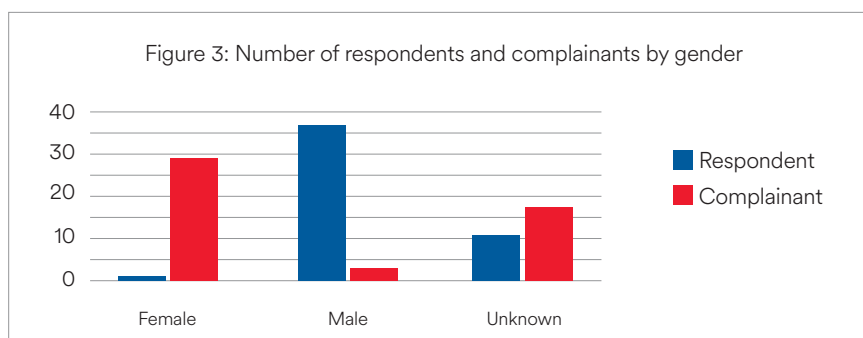
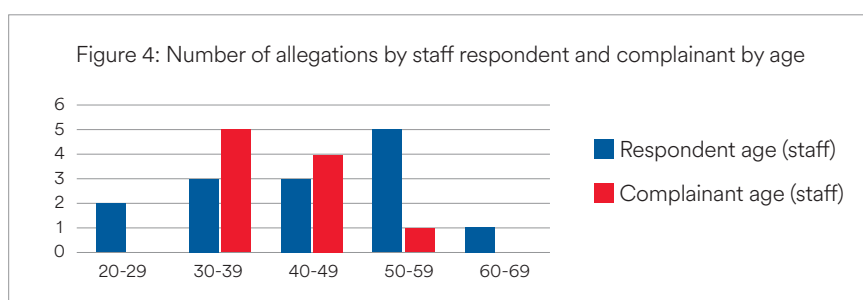


Table 2: Student respondents and complainants as a percentage of total respondents and complainants

Age bracket	Proportion of total student population (%)	Proportion of Respondents (%)	Proportion of Complainants (%)
<20	25.3	0.0	9.1
20-24	44.0	54.2	40.9
25-29	14.3	33.3	31.8
30-34	6.0	4.2	4.5
>34	10.3	8.3	13.6



all disclosures to consider whether they identified any concern of repeat behaviour or conduct that posed an ongoing risk to health and safety such that further investigation is warranted, even without a complaint from the victim-survivor. In 2023, no disclosures were formally investigated.

Of the 18 allegations addressed by the University:

- three allegations were progressed to formal investigation:
 - two allegations were not substantiated
 - one allegation was substantiated and the respondent was excluded from the University

- four allegations related to the conduct of two individuals, both prospective University students. In both cases, concerns about their wellbeing, behaviour, and conduct resulted in their exclusion from campus
- nine allegations were addressed directly with the respondents through informal pathways. In one matter, the respondent offered a formal apology
- two allegations, including one allegation of sexual assault, were not yet completed at the end of 2023.

3.5 Systemic actions to address sexual misconduct

The University is committed to ensuring a whole-of-institution approach to preventing and responding to sexual misconduct. As part of this work, ongoing communications and awareness-raising activities are undertaken. In addition, key actions undertaken by the University during 2023 are outlined below.

Governance and oversight

The Integrity Unit has provided deidentified reporting on sexual misconduct incidents to the University's Council via the People and Culture Committee every quarter. This reporting is also provided to the Vice Chancellor's Executive for senior leadership oversight.

Twice a year, the Unit reports to the University's Risk Committee on the risk controls in place to prevent and address sexual misconduct.

As part of the University's commitment to ensuring sexual misconduct is properly addressed, members of the University's Council, People and Culture Committee, and Risk Committee have undertaken online training modules prepared for staff to ensure a shared understanding of the issues and approach to addressing these matters.

Building staff awareness

In 2023, the University implemented an Ethics and Integrity training program. This included two online training modules relevant to sexual misconduct:

- *Sexual Harassment and Sexual Assault: What are the drivers and how can staff respond? (45 minutes)*
- *Understanding Power Dynamics and Close Personal Relationships. (40 minutes)*

All ongoing and fixed-term staff were enrolled into the modules and over 3,500 staff had completed the training by the end of 2023.

The modules now form part of the induction program for incoming staff.

The online training was supported by the delivery of in-person workshops by the Integrity Unit for staff in a range of key functional areas and roles.

Building student awareness

In late 2023, the University launched a new Consent and Respectful Relationships module for students. The module features practical strategies, meaningful scenarios, relevant video content and opportunities for reflection. It aims to equip students with the knowledge, skills, and attitudes necessary to establish and maintain healthy relationships built on mutual respect, open communication and informed consent. The module was a joint initiative of the University of South Australia, Flinders University, and the University of Adelaide, and has been designed with input from student representatives from each institution.

Safer Campus Community Day occurred in week three of both the first and second semesters of 2023. These days promote the resources, training, support and advocacy services available to assist students with recognising inappropriate behaviour, taking bystander action, knowing their rights, and understanding their reporting options, as well as reminding students of the University's commitment to providing a safe and respectful environment.

Strengthening relationships with residential colleges

The University maintains strong relationships with residential colleges, Aquinas College, Lincoln College, St Ann's College and St Mark's College. In 2023, the Integrity Unit conducted a workshop with the heads of these residential colleges to build a shared approach to receiving and addressing concerns about sexual misconduct. The aim of this approach is to ensure students receive support and information in the way that is most comfortable and appropriate for them, to ensure that

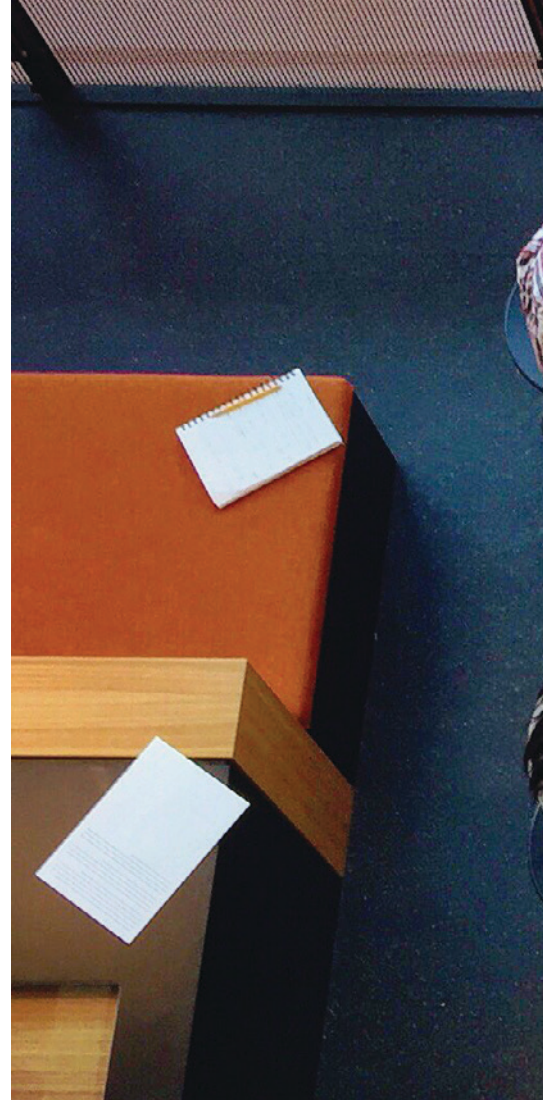
appropriate action is taken in relation to the allegations (by the University and/or the college as relevant to the matter) and to ensure that information is shared between the University and the colleges, in a deidentified form where sharing of identifiable information is not appropriate.

Providing specialist training

Face-to-face workshops are made available to students and staff on how to appropriately identify and respond to disclosures of sexual harm. These workshops cover reporting and support options available for individuals who have experienced sexual harm, including resources both within the University and externally. This training is facilitated by the Specialist Sexual Violence Response and Training Counsellor. In 2023, 10 workshops were delivered to 433 staff and students.

Face-to-face bystander training is also made available to students and aims to empower them to become confident, active bystanders. These workshops address attitudes that drive gender-based violence and provide strategies to identify and respond to problematic behaviours. Participants learn to intervene or help when inappropriate behaviour occurs, with a focus on options and safety considerations. This is facilitated by a specialist in sexual harm. In 2023, six workshops were delivered to 56 students and 30 external stakeholders. The University seeks to ensure that these workshops are made available to students living in residential colleges and the University's student accommodation.

4. Priorities for 2024



The University's Integrity Unit has identified a number of priorities for 2024 to continue strengthening our approach to preventing and responding to sexual misconduct.

Implementation of the Action Plan Addressing Gender-based Violence in Higher Education

The University's sexual misconduct risk management approach will be reviewed and refreshed, ensuring it reflects the actions to be taken to implement the Action Plan.

As part of these actions, the University will examine ways to share information and build shared expectations with providers of commercial student accommodation.

Strengthening the Integrity Unit

Specialist training and consultancy services have been arranged for staff in the Integrity Unit to ensure it provides best-practice, trauma-informed services.

In addition, the Unit's first year of operations will be reviewed as part of the University's Annual Internal Audit Plan to ensure the Unit is providing services

in accordance with its Charter and to identify opportunities for improvement.

Strengthening response to domestic violence

The Integrity Unit and the University's Student Counselling Support service have identified domestic/intimate partner violence as an area of concern for student wellbeing. The two teams will work together to build staff capability and share resources to ensure support is available for students tailored to the circumstances and needs of both domestic and international students.

For 2024, reports of domestic violence raised with the Integrity Unit will be incorporated into reporting on sexual misconduct.

Building awareness

To ensure that students are undertaking the Consent and Respectful Relationships training modules, a range of strategies



will be explored in 2024. All new students will be enrolled in the module, which will also be mandatory for student leaders and those living in the University's student accommodation.

Further positive sexual relationship campaigns will also be explored, including culturally appropriate communications to international students about positive sexual relationships, and sexual assault and harassment.

Building connections

The Integrity Unit has identified a number of key areas across the University where it is aiming to build stronger connections to ensure its services reach vulnerable cohorts in our community. This includes seeking to strengthen connections with:

- International Student Support to ensure that the needs of international students are being addressed and a shared understanding of expected conduct is being communicated
- Adelaide Graduate School of Research to ensure that Higher Degree by Research students are being connected with the Unit's services.
- staff and students working and studying at Roseworthy and Waite campuses, in recognition of the unique circumstances of these campuses

Glossary

Allegation	<p>A defined concern raised about an individual.</p> <p>At least one allegation is attached to each Report (Matter) to ensure every complaint is reflected in the allegation data.</p> <p>It is not unusual for there to be multiple allegations relating to a single incident, including, for example, where:</p> <ul style="list-style-type: none"> • the complainant experienced multiple types of inappropriate conduct in the one incident – for example, sexual harassment and discrimination; or • there was more than one respondent involved in the incident; for example, a group of individuals harassed an individual.
Complainant	Means a person who makes a Complaint.
Complaint	A report made by an individual who wants the University to take action.
Disclosure	A report made by a person seeking support or who wants to report an alleged incident and who does not want the University to notify the respondent of the matter and/or take action in response to their report at this time.
Incident	<p>Describes a single alleged event in a report.</p> <p>Multiple Reports (Matters) may be raised about a single incident, which might involve multiple types of alleged conduct. To avoid misrepresentation of the data, incident data is relied on to understand the prevalence of inappropriate behaviour in particular locations.</p>
Integrity Unit (the Unit)	<p>The <u>Integrity Unit</u> receives and oversees reports and complaints of misconduct and inappropriate behaviour.</p> <p>It undertakes investigations into serious matters and undertakes education and prevention activities. The Unit receives reports from members of the University community and members of the public.</p>
Report (Matter)	Means information received from an individual person raising concerns about an issue. It includes a disclosure or a complaint.
Respondent	Means a person whose conduct is the subject of a Report.

Sexual harassment

Means an unwelcome sexual advance, an unwelcome request for sexual behaviours, or other unwelcome conduct of a sexual nature, in circumstances where a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.

Sexual harassment is unlawful under State and Commonwealth anti-discrimination legislation.

A single incident can constitute sexual harassment, and the capacity for the conduct to offend, humiliate or intimidate is assessed on an objective basis. The intention of the perpetrator is not relevant to this assessment.

Sexual harassment can be verbal, non-verbal, written, graphic or physical. Sexual harassment includes but is not limited to:

- I. making unwelcome remarks about a person's appearance or attractiveness;
- II. asking a person intrusive questions about their relationship or sexual activity;
- III. repeated or inappropriate invitations to go out;
- IV. sending emails with sexual content;
- V. showing a person pornographic pictures e.g. on a phone or computer;
- VI. unwelcome touching, hugging or kissing;
- VII. inappropriate staring or leering;
- VIII. sexual gestures; and
- IX. sexually suggestive comments or jokes.

Sexual misconduct

The scope and definition of sexual misconduct is defined by the University's [Sexual Misconduct Policy](#).

Sexual Misconduct for the purpose of the policy means any act of a sexual nature that a person does not consent to and includes sexual assault and sexual harassment.

The scope of the policy extends to conduct involving a member of the University community (including staff, students, titleholders and volunteers) where the conduct occurs in a range of circumstances and locations connected to the University. This includes conduct at University events, in residential colleges, and at events held by University clubs.

Victim-Survivor⁵

This expression is used to acknowledge a victim is defined by the harm that has come to them, and a survivor is defined by their experience after sexual harm has occurred.

5. As defined in the [Universities Australia Sexual Harm Response Guidelines 2023](#)

Further enquiries

The University of Adelaide SA 5005 Australia

enquiries future.ask.adelaide.edu.au

phone +61 8 8313 7335

free-call 1800 407 527

web adelaide.edu.au

facebook facebook.com/uniofadelaid

X (twitter) twitter.com/uniofadelaid

tiktok tiktok.com/@uniofadelaid

instagram instagram.com/uniofadelaid

wechat UniversityOfAdelaide

weibo weibo.com/uniadelaide

Disclaimer The information in this publication is current as at the date of printing and is subject to change. You can find updated information on our website at adelaide.edu.au. The University of Adelaide assumes no responsibility for the accuracy of information provided by third parties.

Australian University Provider Number PRV12105
CRICOS Provider Number 00123M

© The University of Adelaide
August 2024. Job no. UA31309