



THE UNIVERSITY  
of ADELAIDE

# Sexual Misconduct Policy

For emergency services dial triple zero (000)

For Campus Security contact University Security Emergency on (08) 8313 5444

For information about the supports available to members of the University community who have experienced Sexual Misconduct, or to report a matter to the University, refer to <https://www.adelaide.edu.au/safer-campus-community/> or contact the Integrity Unit [www.adelaide.edu.au/integrity-unit/](http://www.adelaide.edu.au/integrity-unit/).

[OVERVIEW](#)

[SCOPE AND APPLICATION](#)

[POLICY PRINCIPLES](#)

[DEFINITIONS](#)

## OVERVIEW

The University of Adelaide (University) is committed to fostering and promoting a safe, inclusive and respectful environment for all members of its community. This policy gives effect to that commitment by prohibiting all forms of Sexual Misconduct (including Sexual Harassment and Sexual Assault) and explaining how the University will respond to Reports of Sexual Misconduct from and about members of the University Community.

The University recognises that Sexual Misconduct may be perpetrated or experienced by people of any sex, gender or sexual orientation. It also recognises that gender inequality contributes to many forms of Sexual Misconduct occurring.

The University acknowledges that power is central to contemporary understandings of violence and abuse. While anyone can experience Sexual Misconduct, the University acknowledges that 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.

This policy should be read in conjunction with the Sexual Misconduct Response Procedures ('Procedures'), which include information about how individuals making Reports of Sexual Misconduct can expect the University to respond to their concerns and offer support.

This Policy and the Procedures do not govern disciplinary processes in relation to Staff whose employment is subject to clause 8.2 of the Enterprise Agreement or Students who are alleged to have engaged in Sexual Misconduct. Where an allegation relates to a current Student, Staff Member or Titleholder, this policy should be read in conjunction with:

- where the Respondent is a Student, the Student Misconduct Framework;
- where the Respondent is a Staff Member whose employment is subject to clause 8.2 of the University of Adelaide Enterprise Agreement, the Enterprise Agreement; and
- where the Respondent is a Titleholder, the [Titleholder Conferral of Honorary Roles Procedure](#) or the [Award of Emeritus/Emerita Professor, Emeritus Fellow and Honorary University Fellow Titles Policy](#), as applicable.

Where a Respondent is both a Student and a Staff Member, or Staff Member and Titleholder, the misconduct may be addressed and outcomes determined under one or more processes as appropriate.

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The obligations of Staff and Titleholders under this policy are additional to any obligations described in the University's [Code of Conduct](#), the [Staff Values and Behaviour Framework](#) and the [Behaviour and Conduct Policy](#).

## SCOPE AND APPLICATION

"University Community" and "University Related Conduct" are defined at the end of this policy.

Any Report relating to Sexual Misconduct made by or about a member of University Community associated with University Related Conduct will be managed in accordance with this policy and the Sexual Misconduct Response Procedures, noting that:

- where the Report is **from** a member of the University Community, the University will provide appropriate **information, support and assistance** to the individual; and/or
- where the conduct is **about** a member of the University Community, the University will appropriately **respond** to the incident.

Reports regarding historical incidents of Sexual Misconduct associated with University Related Conduct, that involve an individual who was a member of the University Community at the time the conduct occurred, will be accepted and managed by the University in accordance with this policy and the associated procedures.

The level and nature of support, assistance and response provided by the University will be determined with regard to whether the individuals involved are current or former members of the University Community, the nature of their role within the University Community and the power and authority the University has in relation to the relevant individuals. Response to an incident may include providing an opportunity for Facilitated Resolution between the parties, and/or investigation of the matters raised.

Current Students and Staff who have experienced Sexual Misconduct not associated with University Related Conduct are encouraged to access relevant supports made available by the University (including Student Life Counselling Support (for Students) and the Employee Assistance Program (for Staff, Titleholders and Volunteers), however it is noted that such incidents are not within the scope of this policy.

## GENERAL POLICY PRINCIPLES

1. All members of the University Community have a right to be treated with dignity and respect, and to work, study, live and participate in a safe environment. The University has a legal obligation to provide a safe working environment for its Staff and Students, as far as reasonably practicable.
2. All forms of Sexual Misconduct by members of the University Community engaged in University Related Conduct are prohibited. Sexual Misconduct includes Sexual Harassment and Sexual Assault, and is further defined at the end of this Policy.
3. The University will work to promote and encourage a culture of safety and respect. It will treat people who report Sexual Misconduct with compassion, care and understanding, including people of all sexes, genders, cultural backgrounds, ages, sexual orientations, income levels, social statuses, disabilities and medical or mental health histories. The University will provide them with timely, accessible, inclusive and culturally appropriate support.
4. The University's Integrity Unit will provide centralised management and/or oversight of Sexual Misconduct reports raised with the University. The Integrity Unit is responsible for ensuring that reports raised with the University are managed in accordance with this Policy and the Procedures.
5. University leaders have a responsibility to role model appropriate behaviours and ensure accountability for compliance with this policy. All University Community members are responsible for demonstrating a commitment to a safe and inclusive culture that does not tolerate Sexual Misconduct.

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6. The University recognises that power imbalances contribute to Sexual Misconduct occurring, and that individuals may be reluctant to object to, or report, unwanted sexual conduct where they fear repercussions. Staff are required to avoid close personal relationships with students for whom they have a professional responsibility and must promptly disclose any such relationship in accordance with the University's [Relationships with Students Procedure](#).
  7. The University is committed to supporting members of the University Community to raise concerns, including by taking Precautionary Measures while a complaint is being addressed, where appropriate to ensure the individual can continue to safely participate in the University community.
  8. The University supports the right of members of the University Community who have experienced Sexual Misconduct to decide whether they want to report the incident to the University or to the Police, or not. The University further supports the right of members of the University Community who have reported an incident to the University to participate, or decline to participate, in any resulting response, including an investigation, and to withdraw their participation at any time.
  9. The University will make support accessible to all members of the University Community who are parties to Reports of Sexual Misconduct, including Respondents to Complaints of Sexual Misconduct, by referring them to counselling, medical, Police, advocacy and other specialist services, as appropriate.
  10. The University will handle all Complaints and Disclosures of Sexual Misconduct in a timely and sensitive manner, including by maintaining appropriate levels of confidentiality within legal parameters and by keeping parties to Complaints informed about the progress of any action being taken. Circumstances in which the University may not be able to maintain an individual's confidentiality are set out in this Policy and the Procedures.
  11. In responding to a Report of Sexual Misconduct, the University will seek to identify and address any systemic factors that may have contributed to the conduct occurring and any ongoing risks to the University Community. It may conduct an investigation, as set out below in relation to Disclosures and Complaints. Where an investigation is undertaken, the University will ensure that the investigation affords procedural fairness to the parties, is conducted impartially, without Bias, and in a Trauma-Informed manner.
  12. The purpose of any investigation into a Complaint of Sexual Misconduct is to assess and determine whether there has been a breach of University policy, not whether the Respondent to the Complaint has engaged in criminal conduct. The standard of proof to be satisfied in such investigations is 'on the balance of probabilities', which requires satisfaction on the evidence that the conduct is more likely to have occurred than not. The nature and seriousness of the alleged conduct will be considered when deciding whether the standard of proof is met.
  13. The University recognises that bystanders can play an important role in preventing, intervening in and reporting Sexual Misconduct. The University is committed to promoting appropriate bystander action. The University encourages all members of the University Community to report to the Integrity Unit Sexual Misconduct that they witness or reasonably believe to have occurred. Where possible, bystanders are encouraged to consult with the person affected by the conduct before making a Report.
  14. Reports of Sexual Misconduct involving children will be handled in accordance with the [Children and Young People \(Safety\) Act 2017](#) (SA) and the University's [Safe Environments for Children and Vulnerable People Policy](#). Any member of the University Community who has a reasonable suspicion that a child is being abused should call the [Department for Child Protection](#) Child Abuse Report Line (CARL) on 131 478.
  15. The Integrity Unit will periodically prepare de-identified reports analysing the Sexual Misconduct incidents reported to it. The Integrity Unit will be responsible for using this information to develop and implement further Sexual Misconduct prevention strategies.

## REPORTS OF SEXUAL MISCONDUCT

16. The University encourages those affected by Sexual Misconduct associated with University Related Conduct to report the matter to the University. Reports will be treated by the University either as "Disclosures", where the individual making the Report is not seeking that the University take direct action in response to the report; or as "Complaints", where the individual making the Complaint is seeking direct action by the University. Further information about Disclosures and Complaints is set out below.

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## DISCLOSURES

17. The University respects the confidential nature of Disclosures. The University will only investigate Disclosures if:
- there appears to be a further risk to the health or safety of the person who made the Disclosure, or to another member of the University Community;
  - one or more other people name the same Respondent in a separate Disclosure, and the University is concerned that there may be a risk to the health or safety of other persons; or
  - the Disclosure concerns Sexual Misconduct involving a vulnerable person or a person who is, or was at the time, under 18 years of age.
18. The University will not conduct an investigation without making a reasonable attempt to inform and check the safety of the person who made the Disclosure.
19. A person who makes a Disclosure may later make a Complaint of Sexual Misconduct to the University, or to an external authority such as the Police, the [Ombudsman SA](#), [Office of Public Integrity](#) or the [Office of the Commissioner for Equal Opportunity](#). In this event, the University will provide guidance about how to make a Complaint.
20. Disclosures can be made anonymously. However, the University is unable to provide support to members of the University Community who choose to make their Disclosure anonymously and may be limited in the action it can take.

## COMPLAINTS

21. Individuals may choose to make a Complaint to the University if they are seeking support and they want the University to address the matter with the Respondent in relation to alleged Sexual Misconduct that occurred in the context of University Related Conduct, provided either they or the Respondent were a member of the University Community at the time the conduct occurred. Actions the University may be able to take in response to a Complaint will be dependent on the role of the individuals involved, and may include investigation (as part of a disciplinary process) or Facilitated Resolution. The University may determine which of these actions to make available in relation to a particular matter, and will have regard to the Complainant's wishes in forming its view. The Complainant will not be obliged to participate in such action.
22. The University seeks to resolve Complaints of Sexual Misconduct sensitively, fairly and confidentially, while following the principles of procedural fairness. Procedural fairness concerns the process by which a decision is made, not the fairness or merits of the decision itself.
23. At no time will the Complainant and Respondent be required to meet with or to participate in a resolution process with one another, unless they have both given their prior informed consent.
24. Disciplinary action in relation to a current Student or Staff Member can only be taken where misconduct has been established in accordance with the relevant process and will be determined exclusively by the University, in accordance with those processes.
25. The University may decline to investigate a matter where it does not consider such action is appropriate (for example, where the Respondent does not currently hold a position with the University that would enable the University to require their participation in an investigation and/or that would enable the University to take meaningful action in response to any investigation finding; or where a third party is undertaking an investigation into the same conduct).
26. Complaints can be made anonymously. However, the University is unable to provide support to members of the University Community who choose to make their Complaint anonymously. In addition, the University will be unable to take action in response to an anonymous Complaint, unless the allegation of Sexual Misconduct can be investigated in a procedurally fair manner. For example, the University will be unable to take action if procedural fairness requires the Respondent to know the identity of the Complainant in order to properly respond to the Complaint, and there is no independent evidence or information supporting the Complaint.
27. The University is unable to offer Facilitated Resolution or to undertake take disciplinary processes in response to Complaints that do not contain sufficient information to identify the Respondent. In this event, the University will treat the Complaint as a Disclosure, and provide support to the person who made the Complaint as appropriate.

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28. The University will provide regular communication to parties throughout the handling of Complaints, and will seek to communicate the outcome of the Complaint in person (where reasonably practical to do so) or otherwise verbally, as well as in writing.

## **CONFIDENTIALITY – GENERAL**

29. The University will treat Disclosures and Complaints as confidential, and will not disclose information contained in a Report of Sexual Misconduct without the Consent of the person who made the Report, unless:
- i. the disclosure is of de-identified information only;
  - ii. the disclosure is necessary to address a serious risk to health or safety;
  - iii. the person who made the Report is under 18 years of age;
  - iv. the University is otherwise required to do so in order to meet its legal obligations or to defend its legitimate legal interests; or
  - v. the disclosure is for the purposes of managing or investigating a Complaint as referred to in clause 21.
30. In order to ensure a procedurally fair investigation can be conducted, Complainants and Respondents are required to treat Complaints of Sexual Misconduct as confidential pending the outcome of any University investigation and associated disciplinary process. Except as otherwise stated in this policy and the Sexual Misconduct Response Procedures, Complainants and Respondents must not disclose or discuss information about the Complaint or the investigation, except to obtain support or advice from a Support Person (such as a family member, friend, counsellor or doctor), a representative (such as a union representative or lawyer), or an external organisation (such as the Police, the Office for Public Integrity, the Ombudsman SA, or the Office of the Commissioner for Equal Opportunity). Obligations to maintain confidentiality extend to Support Persons and representatives.
31. The University will inform the Complainant and the Respondent of the outcome of any Sexual Misconduct investigation on a confidential basis.

## **CONFIDENTIALITY – SUBSTANTIATED COMPLAINTS**

32. Where a Complaint has been investigated by the University, or where a court has made a finding, and some or all allegations have been substantiated, certain aspects of the confidentiality obligations set out in clause 29 will cease to apply. In particular:
- i. The University will no longer require the Complainant to keep confidential their own identity and the identity of the Respondent, any information provided by them that relates to those parts of the Complaint that were proven, and the outcome of the substantiated aspects of the Complaint; and
  - ii. The University will no longer require the Respondent to keep confidential their own identity, any information they provided the investigation that relates to those parts of the Complaint that were proven and the outcome of the substantiated aspects of the Complaint. They must not disclose the identity of the Complainant.
33. These confidentiality obligations are in addition to any other obligations individuals may have at law. Disclosure of information about complaints may expose individuals to legal risks and/or compromise any external investigation or legal proceeding that may arise in relation to the alleged Sexual Misconduct.
34. The University may disclose information about the outcome of a Complaint of Sexual Misconduct:
- i. in accordance with its legal obligations;
  - ii. to defend its legitimate legal interests;
  - iii. in accordance with the Sexual Misconduct Response Procedures; and
  - iv. in de-identified reports which cannot be used to identify any of the participants to the Complaint.

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## NO VICTIMISATION

35. A member of the University Community must not victimise or subject another person to detrimental action as a consequence of that person making a Report, providing information about a report, or supporting another person who has made a Report of Sexual Misconduct, or as a result of them engaging in safe and reasonable bystander intervention.

## VEXATIOUS REPORTS

36. Members of the University Community must not make vexatious or malicious Reports of Sexual Misconduct. Vexatious Reports of Sexual Misconduct by Staff and Students may constitute misconduct or serious misconduct and may result in disciplinary action. Appropriate disciplinary action taken in response to a vexatious or malicious Report does not constitute victimisation or detrimental action.

37. A Report of Sexual Misconduct is vexatious or malicious if the person reporting:

- i. knew the Report was false; and
- ii. made the Report for the primary purpose of damaging the University or the person against whom the Report was made.

## DISCIPLINARY ACTION

38. The University may take disciplinary action against any member of the University Community who breaches this policy.

## DEFINITIONS

For the purposes of this policy and the Sexual Misconduct Procedures:

**Bias** means that a decision-maker has pre-judged or will pre-judge a decision or cannot reasonably be considered to be impartial.

**Complaint** means a Report made to the University by an individual who wants the University to address their complaint with the Respondent, regarding alleged Sexual Misconduct by a member of the University Community that is reported to have occurred while they were engaged in University Related Conduct.

**Complainant** means a person who makes a Complaint in accordance with this policy.

**Consent** means freely and voluntarily agreeing to Sexual Activity. A person is free to withdraw their Consent at any time prior to or during Sexual Activity, for any reason. The fact that a person does not say 'no' to sexual activity, or does not physically resist, does not of itself mean that they Consent to it.

A person is taken not to have freely and voluntarily consented to sexual activity if:

- i. they agreed because force was applied or threatened (this includes an express or implied threat of force to the person or to another person), or because of an express or implied threat to denigrate, humiliate, disgrace or harass the person or another person; or
- ii. there existed an imbalance of power between the parties and a reasonable person, having regard to all the circumstances, would have anticipated that the victim engaged in the sexual activity because they feared repercussions; or
- iii. the person was unlawfully detained at the time of the activity; or
- iv. the activity occurred while the person was asleep or unconscious; or
- v. the activity occurred while the person was intoxicated (by drugs or alcohol, or both) to the point of being incapable of freely and voluntarily consenting to the activity; or

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- vi. the activity occurred while the person was affected by a physical, mental or intellectual condition or impairment such that they were incapable of freely or voluntarily consenting; or
  - vii. the person was unable to understand the nature of the activity; or
  - viii. the person agreed to engage in the activity with a person under a mistaken belief as to the identity of that person; or
  - ix. the person was mistaken about the nature of the activity (for example, the person mistakenly believed that their sexual partner was wearing a condom); or
  - x. the person was under 17 years of age; or
  - xi. the person was under 18 years of age and the other person was in a position of authority over them (e.g. the other person provided sporting, musical or other instruction to the child, or was a health professional or social worker providing professional services to the child).

**Contractor** means a person engaged by the University under a contract for goods or services.

**Disclosure** means a Report to the University of Sexual Misconduct, made by a person who is seeking support or wants to report the incident, and who has not indicated that they wish the University to address their Report with the Respondent.

**Enterprise Agreement** means the [University of Adelaide Enterprise Agreement 2017-2021](#), and any replacement agreement.

**Facilitated Resolution** is an agreement between the Complainant and the Respondent on mutually satisfactory terms to resolve a Complaint. Facilitated Resolution may involve:

- i. an apology;
- ii. a facilitated discussion, such as a mediation or conciliation;
- iii. an agreed plan of action to avoid further incidents;
- iv. a written undertaking by the Respondent; and/or
- v. training or educational sessions to address workplace culture or behaviour.

**Precautionary Measures** are measures taken in order to minimise the potential for harm to any person arising from a Report of Sexual Misconduct. They are interim measures taken while a Report is addressed and may include suspending a person from using particular parts of the University campus, changes to learning arrangements, or prohibiting a person from speaking or approaching another person. Further information about Precautionary Measures is set out in the Procedures.

**Report** means a Disclosure or a Complaint of Sexual Misconduct made to the University.

**Respondent** means a person whose conduct is the subject of a Report of Sexual Misconduct.

**Sexual Activity** means any activity of a sexual or intimate nature.

**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.

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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** for the purpose of this Policy means any act of a sexual nature that a person does not consent to, including:

- i. **Sexual Harassment** (see above);
- ii. **sexual assault (also called rape)**: the forced penetration of a person's vulva or anus by any part of the body of another person, or by any object;
- iii. **unwanted oral sex**: unwanted insertion of the penis into the mouth of another person, or the use of the tongue or lips on the vulva, penis, scrotum or anus of another person;
- iv. **unwanted sexual touching**: unwanted kissing or touching a person's body in a sexual manner, including unwanted touching of a person's breast or chest, bottom or genitals;
- v. **unwanted sexual acts**: doing, or making another person do, an unwanted act of a sexual nature, including flashing (showing another person one's breasts, bottom or genitals), masturbating, pretending to masturbate, or sending an unwanted still or moving image of a person's genitals;
- vi. **voyeurism**: observing a person who is undressed, using the toilet, showering, bathing or engaged in a sexual act, without their Consent;
- vii. **stalking**: conduct connected to or arising from a current, past or desired sexual relationship that could reasonably be expected to make a person feel frightened or apprehensive, including following another person, loitering outside their home or workplace, interfering with their property, sending them offensive material and communicating with them, or communicating to others about them; and
- viii. **recording or distributing an intimate image** of another person without their Consent, including images of a person who is undressed, using the toilet, showering, bathing or engaged in a sexual act. Images may be still or moving, real or fabricated (such as photo-shopped or 'deep fake' images), and may be distributed in person, or by electronic, digital or other means.

Threatening to engage in any of the above conduct may also constitute Sexual Misconduct.

Sexual Misconduct does not include consensual Sexual Activity between adults. Any person engaging in Sexual Activity must ensure that the other person agrees to engage in the Sexual Activity. For the purposes of this policy, a person will be considered to have engaged in Sexual Misconduct towards another person in relation to an incident involving Sexual Activity where:

- i. the other person did not Consent to the Sexual Activity and the first person knew that the other person did not Consent or had withdrawn their Consent; or
- ii. they were recklessly indifferent to the fact that the other person did not Consent or had withdrawn their Consent.

**Staff or Staff Member** means a person employed by the University.

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**Student** is defined in the [Statutes of the University](#), and means:

- i. a person who is enrolled in, or has deferred enrolment in, or is on formal leave of absence or suspension from, an academic program, a course or a group of courses at or offered by the University or an affiliated educational establishment that leads to a University award;
- ii. a person who is authorised to participate in learning or research training activities of any type at the University; or
- iii. a Student of another educational institution who is authorised to have access to University premises or facilities or both;

and includes a person who was a Student at the time that any misconduct took place.

**Student Misconduct Framework** means:

- i. Chapter 3 of the Statutes of the University;
- ii. the Student Charter;
- iii. the Student Misconduct Rules; and
- iv. the Student Misconduct Policy.

**Support Person** means an individual who provides emotional support, and can be called upon to attend meetings with a Complainant or Respondent, but may not advocate for, act or speak on behalf of the Complainant or Respondent.

**Titleholder** means appointees to adjunct, affiliate, clinical, visiting, honorary, and emeritus positions in accordance with the [Titleholder – Conferral of Honorary Roles Procedure](#) or the [Award of Emeritus/Emerita Professor, Emeritus Fellow and Honorary University Fellow Titles Policy](#).

**Trauma-Informed** means understanding, recognising and responding to the impact of trauma, and emphasising physical, psychological and emotional safety and the importance of choice for persons who have experienced Sexual Misconduct

**University** means the University of Adelaide.

**University Community** means Students, Staff, Titleholders, Volunteers, Visitors and Contractors.

**University Related Conduct** means any conduct that occurs:

- i. 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
- ii. when a person is representing the University in any capacity; or
- iii. during, or in connection with, the performance of duties for the University; or
- iv. using, or is facilitated by, University ICT resources or other equipment referred to in the [IT Acceptable Use and Security Policy](#); or
- v. 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
- vi. 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
- vii. 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
- viii. 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.

**Visitor** is any person not paid by the University, who is engaged in an activity related to official University business, for which they are granted a Visitor ID card and/or Visitor IT and/or security access, and who is not otherwise a University Student, Staff Member, Titleholder, Contractor or Volunteer.

**Vulnerable person** refers to individuals over 18 who may not be able to protect themselves from harm or exploitation by reason of age, illness, trauma or disability. This definition is adopted from the *Indigenous Student Assistance Grants Guidelines 2017*.

**Volunteer** means a person who freely gives their time and expertise for an approved purpose, in order to contribute to an aspect of the University's Community, in accordance with the [University's Volunteer Policy](#).

<b>RMO File No.</b>	2022/4999
<b>Policy Custodian</b>	Chief Operating Officer
<b>Responsible policy officer</b>	Executive Director, Integrity Unit
<b>Endorsed by</b>	Vice-Chancellor's Executive on 2 November 2022
<b>Approved by</b>	Vice-Chancellor and President on 4 November 2022
<b>Related Documents and Policies</b>	<a href="#">Award of Emeritus/Emerita Professor, Emeritus Fellow and Honorary University Fellow Titles Policy</a> <a href="#">Behaviour and Conduct Policy</a> <a href="#">Safe Environment for Children and Vulnerable People Policy</a> <a href="#">Code of Conduct</a> <a href="#">Equal Opportunity Policy</a> <a href="#">Fraud and Corruption Control Policy</a> <a href="#">Human Resources – HSW Handbook-Preventing and responding to workplace bullying and harassment</a> <a href="#">Information Management Policy</a> <a href="#">Privacy Policy &amp; Management Plan</a> <a href="#">Relationships with Students Procedure</a> <a href="#">Safer Campus Community Statement of Rights</a> <a href="#">Staff Values and Behaviour Framework</a> <a href="#">Statutes of the University</a> <a href="#">Student Behaviour and Conduct Procedure</a> <a href="#">Student Misconduct Policy</a> <a href="#">Student Misconduct Rules</a> <a href="#">Titleholder – Conferral of Honorary Roles Procedure</a> <a href="#">University of Adelaide Enterprise Agreement</a> <a href="#">University Volunteer Policy</a> <a href="#">Whistleblower Policy</a>
<b>Related Legislation</b>	<a href="#">Children and Young People (Safety) Act 2017 Criminal Law Consolidation Act 1935 (SA)</a> <a href="#">Equal Opportunity Act 1984 (SA)</a> <a href="#">Higher Education Standards Framework (Threshold Standards)</a> <a href="#">2021 Sex Discrimination Act 1984 (Cth.)</a> <a href="#">Summary Offences Act 1953 (SA)</a>
<b>Superseded Policies</b>	<a href="#">Student Sexual Assault and Sexual Harassment Prevention and Response Policy</a> <a href="#">Student Sexual Assault and Sexual Harassment Prevention and Response Procedure</a>
<b>Effective from</b>	30 November 2022
<b>Review Date</b>	29 November 2025
<b>Contact for queries about the policy</b>	Integrity Unit, ext. 30609