

2022

Annual Report

Gendered Violence Prevention & Response

1 January – 31 December 2022



UNSW
SYDNEY



About this report

UNSW is committed to preventing and responding to reports of gendered violence. This report is intended to be made freely available on the UNSW website.

This is the third publicly available annual report on gendered violence prevention and response at UNSW.

This Report has been prepared by the Prevention & Engagement Team in the **UNSW Conduct and Integrity Office (CIO)**.

Acknowledgment & content warning

We acknowledge the experiences of all survivors of gendered violence and are thankful to those who have come forward to report such incidents.

This document includes overview and discussion of reports that were submitted through the Gendered Violence Portal in 2022. Appendices 2 and 3 contain a list of deidentified cases with limited information.

If you would like to speak to someone, a [range of confidential support and resources](#) are available to you, and these are also listed in Appendix 1.

About the Conduct and Integrity Office

The Conduct and Integrity Office (CIO) sits within the Division of Planning & Assurance. CIO supports UNSW's position as Australia's global university by ensuring that respect and integrity underpin the pursuit of knowledge at the University.

Visit our website for more information: unsw.edu.au/planning-assurance/conduct-integrity

Acknowledgement of Country

UNSW is located on the unceded territory of the Bedegal (Kensington campus), Gadigal (City and Paddington Campuses) and Ngunnawal peoples (UNSW Canberra) who are the Traditional Owners of the lands where each campus of UNSW is situated.

We acknowledge all Aboriginal and Torres Strait Islander Elders, past, present, and emerging, and their communities, who have shared and practised their teachings over thousands of years.

Contents

Table of Contents	3
About this report	3
A message from the Vice Chancellor	4
2022 at a glance	5
Background	6
Strategy and Action Plan	7
01 Leadership, governance, commitment and resourcing	8
02 Communication	11
03 Transparency and accountability	13
04 Education and awareness raising	22
05 Cultural change	26
Support services	31
Key priorities for 2023	32
Appendix 1 – Definitions	33
Appendix 2 – 2022 Portal report data	35
Appendix 3. – 2022 De-identified Psychology & Wellness data	40

A message from the Vice-Chancellor and President

There is no place for gendered violence at UNSW. Each of us has a responsibility to make UNSW a safe and welcoming place for all students, staff and visitors. Preventing and responding to gendered violence is an issue that we are championing and expect every member of our UNSW community to do the same.

UNSW is committed to preventing and responding to gendered violence and has undertaken various actions since the 2016 screening of *The Hunting Ground*. You can read about past actions in our previous [Annual Reports](#). Our work to prevent and respond to gendered violence continues and includes responding to reports of gendered violence with a trauma-informed approach. Delivering training and awareness raising activities across UNSW remains a vital activity to STOP, EMPOWER and SUPPORT the community in responding to gendered violence.

In 2022, there were some exciting changes. Consistent with the term chosen by Universities Australia, we broadened the scope of our work in prevention and response to gendered violence, a term that includes but is not limited to sexual misconduct. We launched the [UNSW Gendered Violence Strategy and Action Plan 2022-2025](#) and established the Gendered Violence Steering Committee.

Through the Strategy and Committee, we aim to take a coordinated, whole-of-university approach to preventing and responding to gendered violence. We started our work by prioritising the Action Plan and endorsing the three priority action areas to be addressed through consultative Working Groups:

- Policy.
- Communications.
- Education.

While working towards the three priority action areas, we wanted to deliver some tangible outcomes in 2022, balancing the need for a coordinated, thoughtful, and long-term approach, while making urgent changes to increase safety and wellbeing.

The key deliverables we achieved in 2022 were:

- Establishing support systems for student representatives in the Steering Committee.
- Recruiting a residential wellbeing position within UNSW owned colleges.
- Completing a physical safety audit and endorsement of a Safety app upgrade.
- Finalising the delivery roadmap of the UNSW Gendered Violence Strategy.

The Steering Committee is responsible for delivering a whole-of-university, trauma-informed approach, where structures are in place to ensure a safe learning and work environment. There is no quick or easy fix to reducing gendered violence. It requires consistent work and attention as well as significant systemic and social change.

We have reflected on the results of the 2021 National Student Safety Survey (NSSS) and launched our Strategy, delivering a coordinated approach to preventing and responding to gendered violence. We are always balancing competing priorities and expectations, delivering improvements and completing new strategic work while always listening to the community, to ensure that our approach is collaborative and considered.

I present the 2022 Annual Report on Gendered Violence Prevention & Response and look forward to welcoming you all to a safe and respectful UNSW.



Professor Attila Brungs
Vice-Chancellor and President

A message from the Student Leaders

Students, over 60 000 of them, constitute the largest proportion of individuals in the UNSW Community. They are also the most vulnerable to instances of gendered violence and at greatest risk of not reporting them due to power imbalances. UNSW has a duty of care to ensure its Community remains a safe space where students can thrive and grow into global professionals.

We therefore welcome the commitment and actions the Vice-Chancellor and UNSW leadership have taken in the inclusion of student leaders as an integral part of the Gendered Violence Steering Committee from its inception.

In 2023, it is time to turn plans such as the Speak Up campaign into actions. Representing our respective student bodies, we stand ready to work constructively with UNSW to make this happen.

We look forward to having this further expand through the formation of a well-supported permanent Student Working Group this coming year as presented in the roadmap, and even greater student engagement via campaigns such as Be A Better Human and Respect Week.

Beyond streamlining the reporting process and providing greater psychological support to all those impacted and peer support to reportees, we hope to see greater bystander and upstander training provided to the whole Community. The health and safety of the UNSW Community is a responsibility that lies on all of us.

The next few years of delivering the roadmap to cultivate a cultural change in the UNSW Community focused on prevention and timely reporting of gendered violence would be an uphill climb. However, as presented in the 2022 Annual Report we strongly believe that cultural change is possible, and with it an opportunity to be an exemplar for institutions globally, in making UNSW a place where students, faculty and staff communicate openly with respect and align themselves towards the vision of a safe, respectful UNSW community.

Paige Sedgwick, SRC President; **Anthony Sunjaya**, PGC President & **Arthy Mukunthan**, Arc Board Chair

2022 at a glance



Leadership

The Gendered Violence Steering Committee (SteerCo) was established, led by Vice Chancellor, and met 5 times throughout the year.

4 Working Groups established: Organising, Policy, Communications and Education



Transparency

3

Annual Reports on sexual misconduct/gendered violence published at UNSW (2020, 2021, 2022)

This 2022 report is the first report with broadened scope from Sexual Misconduct to all forms of Gendered Violence.

87

reports made to the Gendered Violence Portal, with most concerning sexual touching and sexual acts (24%), sexual harassment (22%) and sexual assault (20%). There was an increase in technology facilitated gendered violence (19%).

2/3

of reports (66%) involved students as the affected party, and nearly one-third of those students (32%) lived in student accommodation. Staff members were the affected party in 8% of the reports.

88

de-identified reports were received from staff at UNSW Psychology & Wellness



Communication

1000+

views of new centralised gendered violence website

2000

gendered violence posters installed



Cultural Change

350+

UNSW community members engaged at 2 consent stalls

229

views of webinar Speak Out: Tarang Chawla on gendered violence



Education

10+

trainings and workshops delivered to 30,000+ staff and students

1000+

participants in SEXtember festival

Background

Results of the NSSS were released in March 2022

Universities Australia (UA) conducted the second [National Student Safety Survey](#) (NSSS) in 2021 with students from each of the 39 participating Australian universities. A total of 43,819 students completed the survey, including 1,486 UNSW students.

The NSSS results found that sexual harassment and sexual assault are still far too prevalent across Australian Universities with profound impacts on students.

Prevalence – The NSSS estimates that of the students who responded:

- 16.1% of students nationally (13.4% of UNSW students) had been sexually harassed in a university context since starting at university.
- 4.5% of students nationally (3.2% UNSW students) had been sexually assaulted in a university context since starting at university.

UNSW recognises that we are uniquely placed to contribute to solutions to the issue of gendered violence. In response to the NSSS report, we have:

- Developed and implemented a Communications Plan to engage with the UNSW community around survey findings. This plan included an email to all staff, Q&A session with student leaders, distributing results in significant leadership forums, and reminding staff of their obligations to report incidents.
- Integrating the survey's outcomes into the UNSW Gendered Violence Strategy.

Key changes guiding our work

- [Respect@Work](#) Bill passed through Federal Parliament at the end of 2022. Commencing a preventative approach that places a new positive duty on employers to prevent workplace sexual harassment, sex discrimination, hostile work environments and victimisation.
- [National Plan to End Violence against Women and Children 2022–2032](#) released with the framework: Prevention, Early Intervention, Response, and Recovery and healing.
- [Work Health Safety Laws](#) changed with an amendment to ensure employers manage psychosocial risks the same way they manage other risks to health and safety (i.e., physical risks).
- [Sexual consent laws](#) changed in NSW on 1 June 2022. Affirmative consent is a legal requirement in NSW and a person must say or do something to communicate consent.
- The UNSW community returned to campus for face-to-face learning and living on colleges after 2 years of online delivery during COVID-19.
- Consistent with the term preferred by the [United Nations](#) and [Universities Australia](#), we adopted the term 'gendered violence' and broadened our scope beyond sexual misconduct.

Strategy and Action Plan

UNSW is committed to preventing gendered violence and making UNSW a safer place for all through the new [Stop. Empower. Support: UNSW Gendered Violence Strategy and Action Plan 2022-2025](#) (the Gendered Violence Strategy).

Our Gendered Violence Strategy was co-designed with students and staff and launched in mid-2022. Consultation with the UNSW community clarified our vision to Stop.Empower.Support.

The Strategy articulates our commitment as a university to do more to prevent and respond to gendered violence and ensures that work is undertaken in a coordinated, whole-of-organisation approach.



Our Vision

Stop

Gendered Violence has no place at UNSW

Empower

Committing to a safe and respectable UNSW community

Support

Addressing gendered violence requires a whole of organisation response

This annual report is structured using the 5 Strategic Priorities outlined in the Action Plan:

- 1. Leadership, Governance, Commitment and Resourcing**
- 2. Communication**
- 3. Transparency and Accountability**
- 4. Education and Awareness Raising**
- 5. Cultural Change**

Why broaden our scope from Sexual Misconduct to Gendered Violence?

Consistent with the term chosen by Universities Australia, we broadened the scope of the UNSW Gendered Violence Strategy and Action Plan 2022-2025 to gendered violence, which includes but is not limited to sexual harassment and sexual assault.

What is gendered violence?

Gendered violence is defined as any harmful behaviour used against a person because of their actual or perceived sex, gender, sexual orientation and/or gender identity.

Gendered violence is a broad term that includes sexual harassment, sexual assault, domestic violence, intimate partner violence, sexual violence and gendered harassment. You may have also heard the terms 'dating violence', 'online abuse' and 'image-based abuse' which are also forms of gendered violence.

Leadership, Governance, Commitment and Resourcing

01

Students and staff have told us that a whole of organisation approach requires long term leadership, vision and commitment, including appropriate resourcing. With this strategic priority we aspire to build a culture of respect, which starts with our university leadership setting an example of the standard we expect of everyone. Our Vice-Chancellor and President, Professor Attila Brungs, has been vocal in leading the message: that gendered violence has no place at UNSW. As the most senior member of the UNSW community on the Gendered Violence Steering Committee he sets expectations for all staff and students.



Highlights

- Gendered Violence Steering Committee (SteerCo) established and met five times.
- Prioritisation of the Action Plan.
- Establishing Working Groups in three priority action areas (Policy, Education, Communication).
- The Sexual Misconduct Risk and Review Group broadened scope and changed its name to Gendered Violence Risk and Review Group, and is now a subcommittee of UNSW Level 1 Health and Safety Committee.
- Implemented support mechanism and debrief for SteerCo student representatives.
- Prioritised resourcing of a college residential wellbeing position.
- Endorsed a Physical Safety audit of UNSW and Safety app.



Gendered Violence Steering Committee oversees the Action Plan

The Gendered Violence Steering Committee (SteerCo) was established at the time the Strategy was launched, to oversee the implementation of the Action Plan. SteerCo membership is broad, to ensure diverse representation across UNSW. Students, staff, an internal and external subject matter expert are also members. The [Gendered Violence Research Network](#) (GVRN) meets regularly with student representatives to discuss their participation in the SteerCo and support their wellbeing and professional development.

By the end of the year, the SteerCo had agreed to a delivery roadmap, achieved tangible results and initiated work on three priority areas. Working groups were formed to focus on prioritising the action plan, policy development, as well as high-level communications and education strategies to support the implementation of the Strategy and Action Plan.

For more information, including the Working Groups, membership and Terms of Reference, see the [Steering Committee website](#).

Policy Review Reference Group broadens scope

A Policy Review Reference Group was established to ensure that UNSW policies and procedures relating to Gendered Violence are appropriate, inclusive, evidence-based and consistent with UNSW values and the Strategy. The SteerCo approved the development of a Gendered Violence Policy by the GVRN for delivery in 2023.

Renamed and broadened scope to Gendered Violence Risk and Review Group (GVRRG)

Previously known as the Sexual Misconduct Risk and Review Group, the purpose of the GVRRG is to manage reports of gendered violence, ensuring continuous improvement in processes and outcomes.

Changing the name and scope of the GVRRG was one of the actions arising from the Strategy and Action Plan. There were further changes to the structure and reporting obligations as the GVRRG shifted to being formally recognised as a sub-committee of the UNSW Level 1 Health and Safety Committee.

All gendered violence reports made to the Portal are reviewed, in a de-identified way, with particular emphasis on identifying and addressing systemic or emerging issues.

Key Achievement

Following a recommendation made by the GVRRG, a Residential Wellbeing position was created within UNSW operated residential colleges to provide targeted education and training programs and to be a first responder to wellbeing concerns including gendered violence.

Emerging issues from the GVERRG

Issues	Actions
<p>A high-risk area continues to be students on placement or practicum (work integrated learning), particularly at a decentralised workplace location.</p>	<p>All students undertaking work integrated learning (WIL) in 2022 were required to complete the sexual misconduct module before commencing their WIL activity. This will be further addressed through the Gendered Violence Action Plan 2022-25 within Strategic Priorities 1 and 2.</p>
<p>There has been an increase in the number of reporters asking for a return phone call. While this is made available upon request following a report to the portal, it is not generally available prior to making a report.</p>	<p>This will be addressed in the Gendered Violence Strategy and Action Plan within Strategic Priority 1.</p>
<p>We continue to receive feedback from reporters who are dissatisfied with the lack of communication about outcomes of investigations involving staff.</p>	<p>This is being addressed as part of a Complaints and Investigation Project (CIP) and new enterprise-wide Complaints Management System due for completion in late 2023. This will also be addressed as part of the Gendered Violence Strategy & Action Plan within Strategic Priority 1.</p>

Physical Safety Audit and Upgrade to UNSW Safety app endorsed

In 2022, UNSW Security conducted a lighting audit on campus and rapidly implemented improvements. The Division of Equity, Diversity, and Inclusion (EDI) consulted with stakeholders and students, identifying the need for an upgrade to the UNSW Safety app to focus on gendered violence and safety. The Gendered Violence Steering Committee (SteerCo) endorsed the upgrade, which will enhance the app’s functionality to enable faster and more effective response to emergencies and incidents on campus. The upgraded safety app will also include a crowd-sourcing data feature for campus spaces. The three-stage upgrade of the safety app is scheduled to commence in 2023.

UNSW part of the Go8 Sexual Assault and Sexual Harassment Working Group

We continued to engage in the Group of Eight (Go8) Sexual Assault and Sexual Harassment (SASH) working group, by sharing our knowledge, experiences and collaborating on measures to improve policies and practices.

On 29 August 2022, [retired] Professor Eileen Baldry, Deputy Vice-Chancellor Equity, Diversity and Inclusion, and SteerCo Co-Chair, presented at the Go8 Sexual Assault and Sexual Harassment Working Group Workshop. She presented information on UNSW SASH Reporting and continuous improvement in the prevention and response to sexual misconduct.

UNSW was the first Go8 university to publicly and transparently report gendered violence figures, information, and approaches to prevent and respond to sexual misconduct. The second Annual Report (2021) detailed achievements in prevention and response strategies and UNSW has also released the Gendered Violence Prevention and Response Strategy and Action Plan 2022-2025.

02

Communication

We are delivering an awareness campaign to increase visibility of what gendered violence is, where to report and how to access support. The [National Student Safety Survey \(NSSS\)](#) and [Respect@Work](#) highlight that gendered violence is still far too prevalent, and the community don't always know where to report and access support within universities.

A Communications Working Group was established to provide input to the SpeakUp Ethical Culture Strategy (2023 – 2025) and oversee both short and long-term actions. This Strategy was developed by the Conduct & Integrity Office, with a diverse representation of students and staff and endorsed by UNSW Management Board.

Highlights

- Communications Working Group established.
- Speak Up Ethical Culture Strategy (2023 – 2025) was endorsed by UNSW Management Board.
- Delivered awareness campaign:
 - 2000 gendered violence posters
 - 18 communications pieces to increase visibility of gendered violence.
- Created one central [website](#) with all content related to Gendered Violence.



Awareness campaign kicked-off

The whole UNSW community needs to recognise gendered violence to take action to prevent it from happening and respond appropriately when an incident does occur.

Lack of awareness on where to report and access support

The 2021 National Student Safety Survey (NSSS) demonstrates that there is a concerning lack of awareness among students and estimates that:

- 51% of students nationally (52% of UNSW students) indicated that they were not aware of formal reporting processes.
- 46.7% of students nationally (49.3% of UNSW students didn't know) said they did not know where to go for get support.

The awareness campaign highlights three key messages:

- 1 What is gendered violence.**
- 2 Where to make a report if someone is affected by gendered violence.**
- 3 What support is available.**

The awareness campaign has used diverse channels to target both students and staff across the UNSW community:

- One central UNSW [Gendered Violence](#) that was viewed 1,006 times (742 unique views) in 2022.
- 18 internal communications via Yammer, [Inside UNSW, student newsletter](#), UNSW Student Instagram and [Facebook](#) – see example of communications below.
- 2000 gendered violence posters, using recognisable UNSW branding, installed across Kensington and Canberra campuses. Positive feedback has been received for our eye-catching posters.

An example of our key messaging that was shared on [Yammer](#) for 16 Days of Activism against Gendered Violence:



Today marks the beginning of 16 Days of Activism Against Gendered Violence.

In the lead up, we've been raising awareness about gendered violence through [Inside UNSW](#) and the [student newsletter](#).

Did you know that UNSW has a [Gendered Violence Strategy and Action Plan 2022 – 2025](#)? Our aim is to Stop.Empower. Support. the whole community to prevent gendered violence.

So, what is gendered violence?

Gendered violence is defined as any harmful behaviour perpetrated against a person based on their actual or perceived sex, gender, sexual orientation and/or gender identity.

Gendered violence is a broad term that includes sexual harassment, sexual assault, domestic violence, intimate partner violence, sexual violence and gendered harassment.

You might have seen posters around campus encouraging you to **speak up** if you, or someone you know, is affected by gendered violence. We want you to know that help is available. Students and staff can make a [report](#) and access [support](#) following an incident through the Gendered Violence Portal. Anonymous reports can be made.

Visit unsw.to/genderedviolence

03

Transparency and Accountability

Staff and students have told us that increased transparency and accountability are critical to improving trust in reporting and response processes. This Annual Report and the gendered violence website, help us increase transparency, by publicly reporting on incidents and prevention and response activities at UNSW.

Highlights

- Published 2021 [Annual Report](#).
- Published information about the [The Gendered Violence Steering Committee \(SteerCo\)](#) (including Terms of Reference) on website.
- 87 reports made to the Gendered Violence Portal, with most concerning sexual touching and sexual acts (24%), sexual harassment (22%) and sexual assault (20%).
 - Increase in technology facilitated gendered violence (19%).
 - Two-thirds of reports (66%) involved students as the affected party, and nearly one-third of those students (32%) lived in student accommodation.
 - Staff members were the affected party in 8% of the reports.
- 88 de-identified reports were received from Psychology & Wellness.
- Complaints Management System upgrade underway.

A Victim/Survivor-Centred Approach

When a person makes a report, UNSW's response to the report will be informed by the reporter's wishes and instructions. This means that UNSW responses are informed about and sensitive to trauma-related issues.

It is UNSW's goal to ensure that people who seek support can continue in their studies, stay employed, have access to all relevant information and be supported. We are committed to principles of safety, trustworthiness, choice, collaboration, and empowerment. UNSW has a process in place to minimise the number of times that an affected person is required to disclose their experience.

Report vs incident

A report is a record of a submission from the Gendered Violence Reporting Portal and Psychology & Wellness. An incident is an event or something that has happened to a person (current or historical event). Not all reports to the Portal and Psychology & Wellness are incidents occurring at or related to UNSW.

There may be multiple reports submitted concerning one incident, for example, the person affected may submit a report, as well as UNSW Security, support services, a witness, or a support person. These are multiple reports about a single incident.

Reports of Gendered Violence made to UNSW

This is the first annual report with a broadened scope including data on reports of gendered violence.

Reports were received from two different sources:

1. Portal Reports (87 reports)
2. Psychology & Wellness (88 de-identified reports)

The data received is reported separately in this report to maintain the integrity of the reports, as the detail captured in de-identified reports was minimal.

The purpose of the Portal is to:

- Provide information, referral, and support to all reporters, whether the report is connected to UNSW or not.
- Central data collection point for all incidents of gendered violence to improve safety and resourcing of support services and prevention activities.



Figure 1: Number of reports received by the Portal and from Psychology & Wellness, noting that there may be multiple reports for one incident.

Reports to the Gendered Violence Portal

In 2022, a total of 87 reports of gendered violence were made through the Gendered Violence Reporting Portal.

The following analysis includes data extracted from the Gendered Violence Portal between 1 January and 31 December 2022.

Please note that the analysis in the previous 2021 Annual Report, included combined data from the Portal and Psychology & Wellness.

Use of Gendered Violence Data

This data analysis is based on what the affected person or reporter has identified in the Portal report. Not all reports referring to sexual assault or domestic and family violence meet legal definitions.

In addition to these types of reports, the Portal team identified 4 cases of domestic & family violence/intimate partner violence based on the description provided by the reporter.

Three reports of sexual harassment that occurred via text have been captured under “Technology Facilitated Gendered Violence”.

Type of report

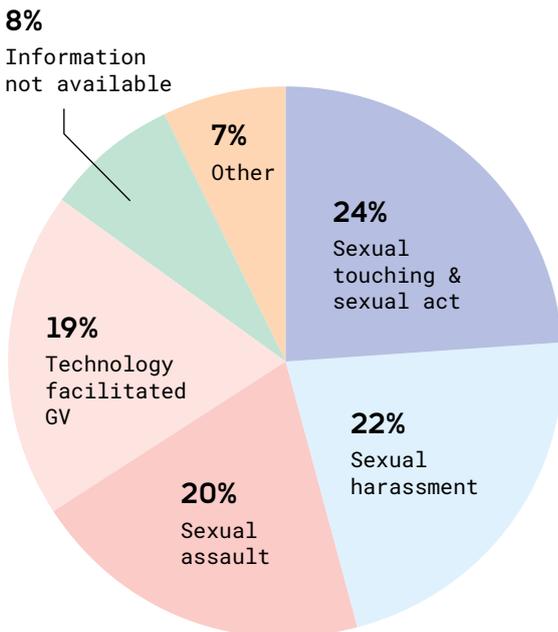


Figure 2: Types of reports

- Most reports related to sexual touching & sexual acts (24%), sexual harassment (22%) and sexual assault (20%).
- There was an increase in technology facilitated gendered violence (19%), which includes online behaviours, image-based abuse, and texts.
- Reports of sexual assault decreased to 17 reports, compared to 48 in 2021 and 28 in 2020.
- Reports of sexual harassment decreased to 19 reports in 2022, compared to 27 reports in 2021.
- Please note that almost a third of reported sexual touching and sexual acts assault were reports of an alleged UNSW student featured on a Tik Tok video in a club. It was later determined that this person was not a UNSW student.
- ‘Other’ (7%) types of reports included physical assault and stalking.

Who reported the incident

- 36% of reporters were directly affected.
- 26% of reporters were from UNSW Reporting Units (including Security, Colleges, Conduct and Integrity Office, and Student Support).
- 18% were assisting the person who had experienced gendered violence.
- Staff made a total of 39 reports, which accounts for 45% of all reports. Of these, the majority (77%) of reports made by staff were related to issues where a student was the affected party.
- 25 (29%) reports were made by UNSW students and all of these reports concerned matters where a student was the affected party.
- Like previous years, it was less common for staff to report incidents involving other staff. Only 6 (7%) reports were made by staff where the affected person was a staff member.
- The Portal does not ask the reporter to nominate their gender.

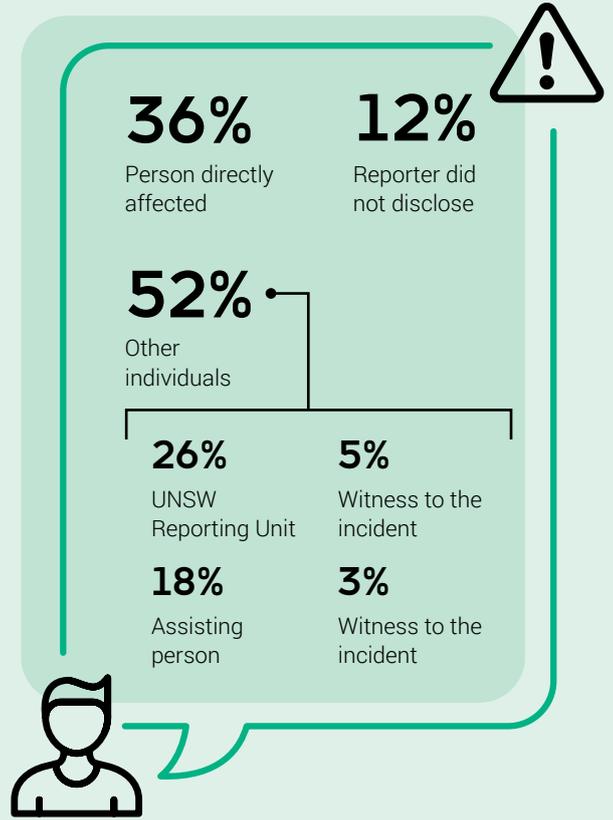


Figure 3: Who reported the gendered violence

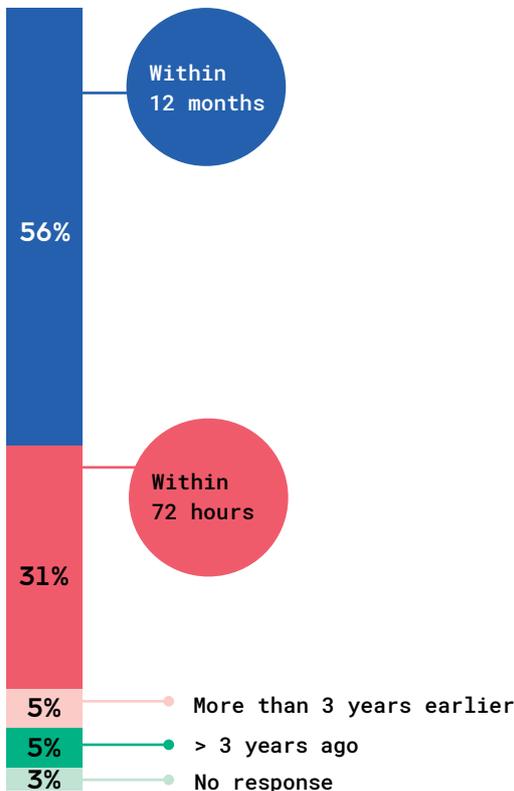


Figure 4: When the incident occurred

When the incident occurred

- Majority (56%) of reports made within 12 months of the reported incident.
- A further 31% of reports made within 72 hours of the incident. Of these, 33% were reports of sexual touching and sexual acts, 22% were sexual harassment, 19% were technology facilitated gendered violence and 11% were reports of sexual assault.
- Only 5% of reports were made about incidents that occurred more than 3 years earlier.”

Where the incident occurred

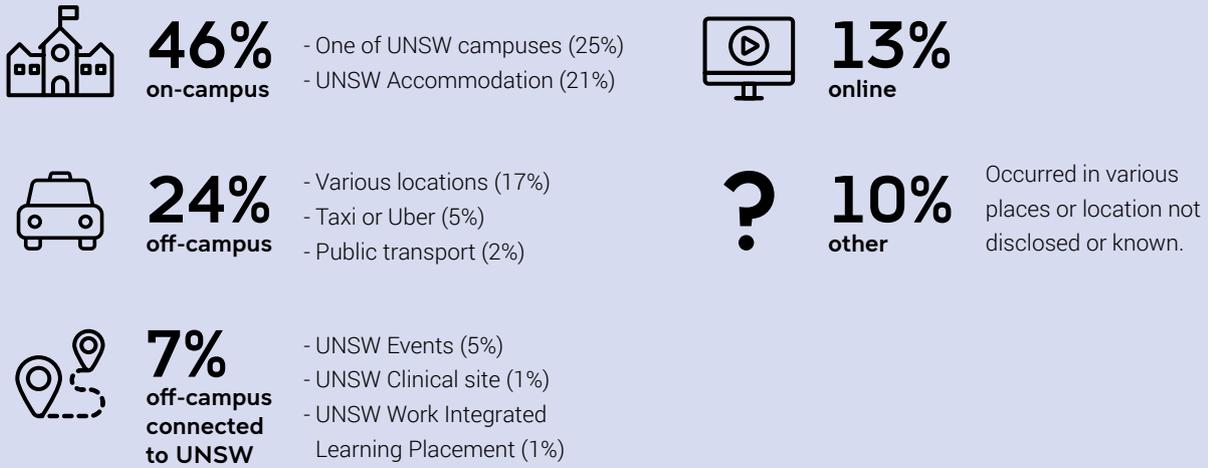


Figure 5: Where the incident occurred

Person affected and their relationship to the alleged person responsible

- The majority (66%) of people affected were UNSW Students. Of these students, approximately 12% were international student based on the information provided by the reporters.
- It is worth noting that 32% of people affected by gendered violence were living in student accommodation.
- Staff were the affected party in 8% of reports.
- Other parties affected by gendered violence were which includes UNSW affiliated (14%) and members of the public (11%).
- Similar to 2021, 39% of reports of gendered violence involved incidents between students.
- 8% of reports were between students and staff.
- 5% of reports were between staff.

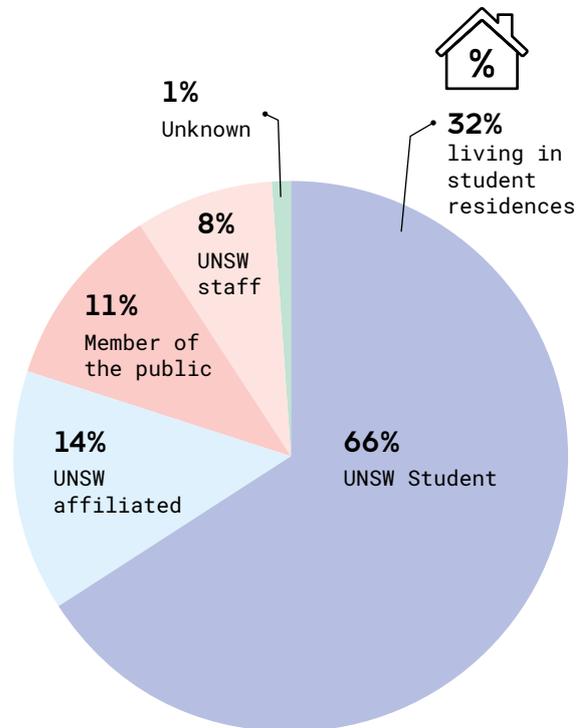


Figure 6: Person affected by gendered violence



Services accessed

When asked about services accessed, the most frequent response (23%) was ‘None of the above’, followed by ‘No response’ and ‘Unsure/Don’t Know’. There could be several reasons to explain why only a small percentage of reporters access services. For instance, most reporters on the Portal are not the person affected and therefore may not require access to services.

Eleven percent of reporters accessed UNSW Psychology & Wellness (P&W). A further 11% accessed ‘Other’ services, which included private or community mental health services and discussions with college Deans.

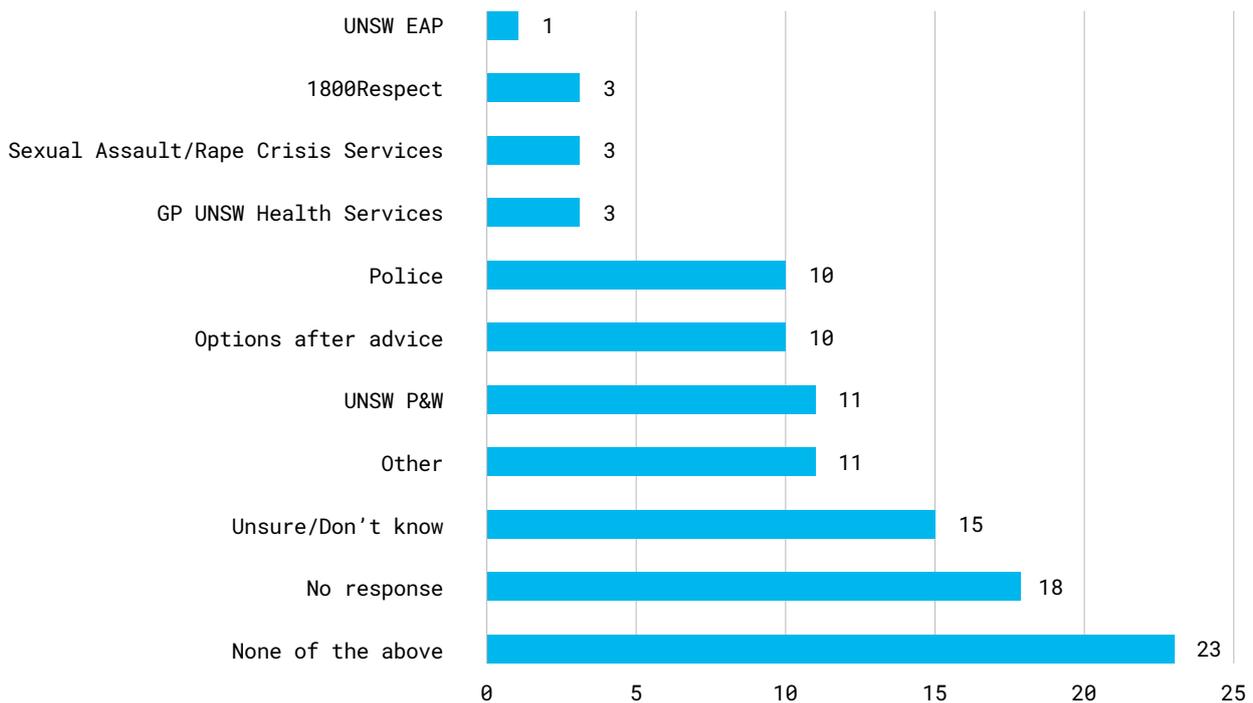


Figure 7: Services accessed by reporters (%), please note reporters could select multiple answers

Support and action requested

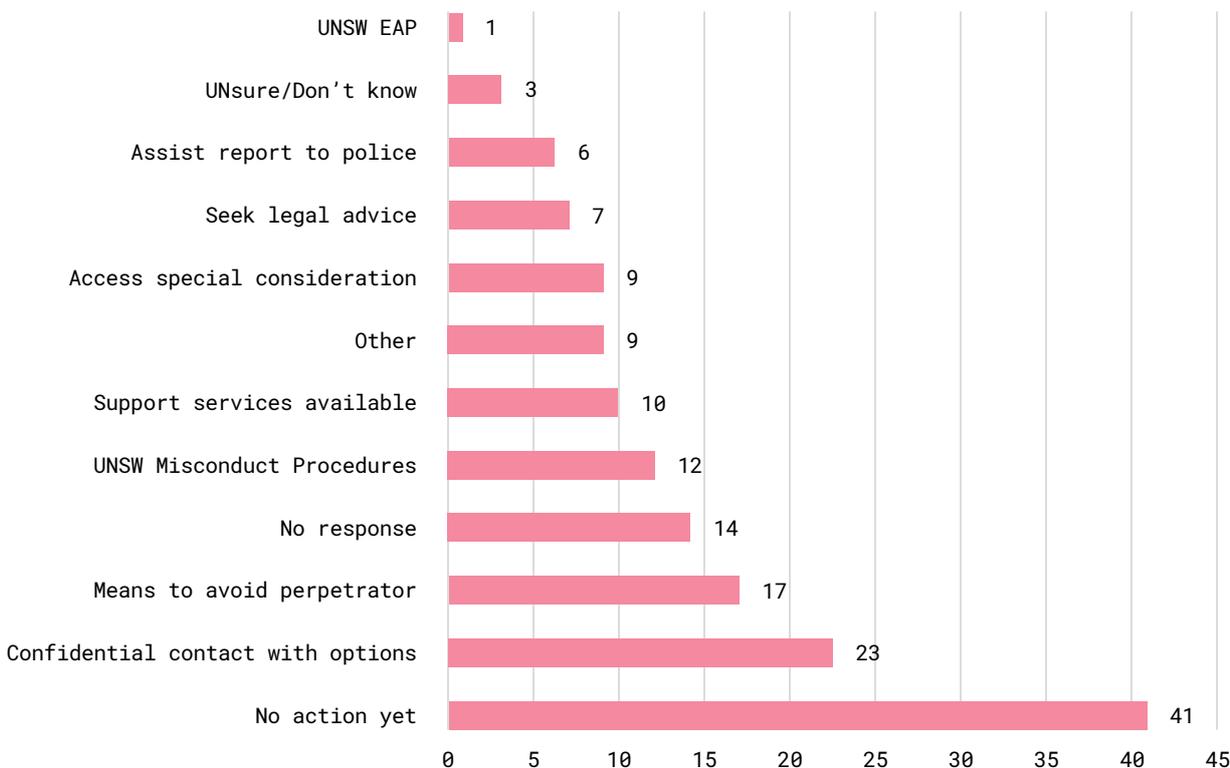


Figure 8: Support and action requested by reporters (%)

*Please note reporters could select multiple answers

- Similar to previous years, the majority (41%) of reporters, did not want the University to take action in response to the report.
- 23% of reporters requested that a member of the Portal Response Team contact them, to confidentially discuss their options. In all cases, the Portal response team made contact with the reporter.
- 17% of reporters wanted assistance to physically avoid the alleged perpetrator on campus or within University Accommodation. The University made these arrangements where appropriate and possible.
- 12% of reporters requested support regarding the **UNSW Student Misconduct Procedure**. Where consent was provided, these reports were referred to the Conduct & Integrity Office to assess under the Student Misconduct Procedure.
- 9% of reporters requested access to Special Consideration for assessments. The Conduct & Integrity Office facilitated these requests where possible.
- 10% of reporters sought more information on what support services are available, while other reporters sought legal advice (7%) and assistance when reporting a matter to the police (6%).
- Where reporters indicated that they wanted the University to take “other” action, this included receiving options to avoid perpetrators and the removal of students and staff from UNSW campus.

New investigations guide

A new investigations [guide](#) was published on the Gendered Violence website in 2022. This guide improves transparency regarding which reports of gendered violence fall within the scope of a UNSW investigation. For instance, there must be a tangible connection to UNSW before an investigation is likely to commence.

5
reports
managed
by CIO

3
occurring within
UNSW Accommodation

1
on UNSW Campus

1
online

The Conduct and Integrity Office (CIO) addressed five reports related to student conduct, but no investigations were initiated because:

- Two reports had insufficient evidence to proceed with a student misconduct allegation, however, local level action was taken for one of these cases.
- One reporter did not wish to proceed with a complaint at the time.
- One matter was not subject to a formal referral, however, the college was advised that they should consider whether any mandatory reporting obligation arose.
- One matter concerned a YouTube Video made by UNSW staff and was referred to the relevant School for management and resolved at local level.

2
reports
managed
by HR

Human Resources (HR) managed two reports related to the online conduct of staff members.

- One matter resulted in email addresses being blocked by UNSW IT and support provided to a UNSW staff member.
- The other was dealt with as a disciplinary matter and referred to the Head of School. The employee was provided with social media guidance by the Head of School.

Investigations and disciplinary actions

Most reporters do not want UNSW to investigate their incident. Consistent with UNSW's trauma informed approach, matters are only investigated where the person affected has provided their consent.

Where the Police are involved in a gendered violence matter, UNSW will seek the advice of the Police prior to deciding whether a suspension of the university's internal investigation is warranted.

In 2022, seven reporters provided their consent for either the Conduct and Integrity Office (CIO) or Human Resources (HR) to assess if an investigation was within the scope of the respective policies. Following an assessment, none of these reports proceeded to an investigation for reasons noted below.

Complex Case Coordination

The Gendered Violence Research Network (GVRN) undertake Complex Case Coordination to provide support and help those affected by gendered violence to navigate the University's processes and procedures. A case is considered complex when it is extremely sensitive in nature and at risks great distress and harm to the person affected.

There have been four reports managed as complex cases in 2022. Two of these incidents were reported in 2021 but required ongoing action and resolution in 2022 due to new issues that emerged. The management of complex cases may include referral to support services, arranging academic support, including assisting with the Special Consideration and fee remission processes, and arrangement of specialist medical and financial support.

Reports to Psychology & Wellness: De-identified data

In addition to the 87 reports made to the Gendered Violence Portal, a further 88 de-identified reports were made by staff from Psychology & Wellness, based on intake forms and data captured. These reports were made on behalf of students affected by gendered violence and included de-identified information only. Some of these incidents may have also been captured in the Portal report data above.

Of the 88 reports, 44 reports provided key information, which is summarised below:

- The vast majority (84%) of the students affected identified as female.
 - Most incidents occurred off campus (69%), while 23% occurred on campus and one report described a virtual incident.
 - More than half (56%) of reports involved sexual assault, while a further 18% of reports concerned historical cases of sexual assault.
 - 16% of reports involved sexual harassment, while a further 5% concerned historical cases of sexual harassment.
 - One report of image-based abuse and one report of domestic and family violence were recorded.
 - Most of these student reports (90%) were not separately reported into the Gendered Violence Portal.
-

Gendered Violence Reporting Portal

In 2022, we delivered on the Action Plan item to update the Sexual Misconduct Reporting Portal to include reports of Gendered Violence. While the previous Portal received and supported reports of gendered violence, this update formally recognises gendered violence and broadens the scope of the Portal.

The newly renamed [Gendered Violence Reporting Portal](#) provides a secure, confidential and, if necessary, anonymous online pathway to report gendered violence connected to UNSW. If the incident is not connected to UNSW, we can still offer support or referrals to students and staff who are affected by gendered violence.

A UNSW wide Complaints Management System (CMS) review is underway to ensure that the Portal is optimised to provide choice and support for those affected by trauma.



04

Education and Awareness Raising

We are developing an education and awareness strategy that encourages ongoing learning about gendered violence in our community. The establishment of a comprehensive strategy is crucial to facilitating continual education and awareness raising initiatives, to effectively address attitudes and behaviours that underpin gendered violence. An Education Working Group was established to develop this strategy while existing educational activities were delivered.

Highlights »

- Education Working Group established.
- [SEXtember](#) festival – co-designed awareness raising initiative supported by PASH ambassadors, who are trained to have conversation about sexual health and consent with their student peers.
- 10+ trainings and workshops delivered to more than 30,000 people, including mandatory training, targeted training for high-risk areas, and one-off supplementary training.
- Casual staff paid to complete mandatory modules, to encourage higher completion rates.
- Started work on a new gendered violence module for all commencing students in T1 2023.
- 5+ UNSW owned and affiliated colleges continued activities in support of preventing and responding to gendered violence and meet every term to review concerns in their communities.

Summary of training and workshops delivered in 2022:

Training	Audience	Overview	Delivery	2022 Completions
Sexual Misconduct – Awareness & Response	All staff	Mandatory eLearning module on sex-based discrimination, recognising sexual misconduct, how to respond to disclosure and where to report. This module will be replaced by a new gendered violence module in 2023.	Online 2 x 15-min	1324 casuals 1354 fixed-term & continuing 63 contractors
Responsible Employee	All staff	The mandatory eLearning module was revised in 2022 and provides clear guidance to staff on their responsibilities under the code of conduct and cover sexual harassment.	Online 45 min	1553 casuals 1472 fixed-term & continuing 65 contractors
Foundations for Building Trauma Awareness	Student Support staff & student leaders	Blue Knot Foundation delivered trauma awareness training to improve understanding of the impacts and outcomes for people who experience trauma.	Online 1 Day	54 staff 13 student leaders
Overview of gendered violence	Nucleus staff	One-off training delivered on gendered violence, how to respond to disclosure, self-care, and the reporting Portal.	Online 2 x 1-hour	64 staff
Overview of sexual misconduct	Tutors - School of Computer Science	Presentation delivered as part of tutor training, covering sexual misconduct, how to respond to disclosure, how to report and access support.	Hybrid 15 min	60 tutors
Arc Gendered Misconduct Training	Arc leaders, club execs	Self-directed online training on gendered misconduct, how to respond to disclosure, self-care, how to report and safely refer.	Online 1.5 hours	1,893 (Aug 2022 – 15 March 2023) 1,560+ students before camp
Respect@ UNSW (module within ELISE)	All new students	Mandatory to pass the ELISE quiz by the end of first year. Topics include consent, sexual misconduct, reporting and support. Training to be replaced with new, comprehensive gendered violence module by February 2023.	Online 2 hours	17,349 completed the ELISE quiz 2,258 viewed Respect@UNSW page
Sexual Misconduct: What you need to know for your WIL	All Work Integrated Learning (WIL) students	Mandatory to complete prior to commencing WIL. Topics include appropriate behaviour in the workplace, recognising sexual misconduct and how to respond if they experience or are accused of perpetrating sexual misconduct during their WIL.	Online 30 min	3,450 students
Healthy Relationships & Consent	Students, International U18, and AAS	Health Promotions Unit (HPU) training on sexual health, healthy relationships, consent, the reporting Portal and support services.	In-person 1 hour	219 students
Intersection between sex, trauma, and mental health	Staff and students	HPU panel discussion on the impact of mental health on sexual desire, how trauma for mental health month effects relationships, navigating unhealthy relationships and help seeking.	Online	32 staff 25 students
Gendered Violence Awareness & Response	Security Managers & Team Leaders	Refresh and update for staff. A UNSW Security Disclosure Guide was distributed to further assist response following the training.	Online 2 hours	11 staff



^ Award winning Health Promotions Unit (PASH program)

SEXtember: Pleasure, Love, Respect

[SEXtember](#) (19 – 30 September) is an annual sexual health festival promoting sex-positive conversations celebrating, questioning, and exploring every aspect of sex. It is delivered by the Health Promotions Unit (HPU) and aims to normalise conversations around healthy relationships, consent, sex and encourage sexual health check-ups.

The SEXtember festival and 2022 theme of Pleasure, Love, Respect was co-designed with university staff, the sexual health community and most importantly students.

SEXtember features 13 events, 7 online resources, and offered activities to specific target groups including residential colleges, student organisations, international students, and the Post Graduate Council. SEXtember Hump Day engaged over 700 students via in-person stall activations. Messages around consent, access to support services and reporting options were provided throughout the festival.

Peers Advocating for Sexual Health (PASH)

A key peer-education program supported by the HPU is the PASH program, which won the 2022 [NSW International Student Community Engagement Award](#) for higher education providers.

32 PASH student ambassadors were trained and upskilled to speak confidently about sexual health, healthy relationships, and consent with their peers.

PASH ambassadors co-created the SEXtember festival and supported the consent stall.



SEXtember highlights:



13 events



7 online events



700+
students at Hump Day
in-person stall activations



1,257
attendees - 26% increase in
attendance from 2021.



70+
STI tests.



96.6%
of attendees would recommend the
event to their friend.



10,175
website views
(7,683 unique views)



35,397
reached on social media
(engaged with 2,785 people,
318 new followers)

UNSW owned or affiliated colleges

Since 2016, residential colleges have worked to prevent sexual misconduct within their communities. Colleges adhere to UNSW policies and the law, provide training to senior students, have an ongoing partnership with UNSW to prevent misconduct and inform UNSW of reported incidents. Senior college staff contribute actively to the Gendered Violence Steering Committee and Working Groups through representatives.

Representatives from all UNSW owned and affiliated colleges meet each term to review concerns in their communities. A Conduct and Integrity Office (CIO) project team member attends these meetings, to build collaboration and provide updates on behalf of the The Gendered Violence Steering Committee (SteerCo). This addresses an action area (within Transparency and Accountability) in the Strategy to support our colleges. See a snapshot of activities in colleges below:

	Procedures & reporting	Training & workshops
UNSW owned colleges: Colombo House Fig Tree Hall International House Kensington Colleges UNSW Hall	<ul style="list-style-type: none"> Handbooks (based on UNSW policies) outline resident obligations of respectful behaviour. Welcome talks outline student codes of conduct and student complaints including sexual misconduct. Posters in common areas including the ‘You Can Speak Up’ and #MakeNoDoubt. Flowchart of process after disclosure including reporting and support. Students report to Deans or Residential Fellow and are referred to the UNSW Portal and support services. 	<ul style="list-style-type: none"> Gendered Misconduct Online Module designed for colleges completed by all commencing residents in Term 1. 200 residents attended presentation by Bri Lee, author of Eggshell Skull and consent activist. 60 college residents and staff attended in-person workshop delivered by Learning Consent as a trial in mid-2022. Following positive feedback, planning to roll out the Learning Consent online course to all colleges as a pilot consent program, which is a first for Australia.
New College & New College Postgraduate Village	<ul style="list-style-type: none"> Handbook outlines sexual harassment and encourages witnesses to raise and escalate concerns. Harassment policy outlines responsibility to prevent sexual misconduct. Incidents are investigated by Deans and reported via the UNSW Portal. 	<ul style="list-style-type: none"> New residents attend O-Week Workshop guided by the Dean of Residents on good community life. New presentation on sexual misconduct presented by a barrister.
Shalom College	<ul style="list-style-type: none"> Handbook reviewed annually, outlines respectful relationships and Sexual Misconduct Policy (based on UNSW policy). Signage in common areas including Summary of Sexual Misconduct Policy and ‘You Can Speak Up’ posters. Flowchart of process to follow after disclosure. Incidents reported via UNSW Portal. 	<ul style="list-style-type: none"> Residential Advisers received training on sexual misconduct. Respectful Relationships module included in online orientation for new residents. Healthy Relationships & Consent training. Relevant talks and presentations during O-Week and throughout the year.
Creston College	<ul style="list-style-type: none"> College guidebook refers to the new Gendered Violence Strategy and policies. Dedicated staff member acts as a first point of support and guidance to the UNSW Portal. 	<ul style="list-style-type: none"> All new residents attend a one-to-one meeting with a Resident tutor to discuss policies and procedures including sexual misconduct. Group sessions on impacts of pornography and objectification of women in social media.
Warrane College	<ul style="list-style-type: none"> Reporting procedure reviewed and training provided. 	<ul style="list-style-type: none"> Three seminars for Residential Tutors and Assistant Deans. Annual presentation on Respect for Women, Pornography, Cyber Safety & Gender Violence, with extended Q&A.

05

Cultural change

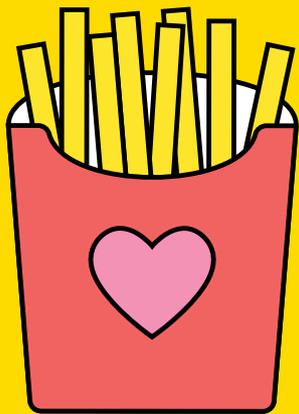
We are creating a culture of respect where everyone feels safe and respectful behaviours become the norm. To achieve this, we are providing opportunities for students and staff to increase knowledge and skills regarding respectful behaviours, consent, and gendered violence.

Highlights »

- Consent campaign was kicked-off with two stalls, the C-Word panel, and a consent wall.
- We launched our Gendered Violence Strategy during Respect Week with a Men & Gendered Violence panel event.
- Be a Better Human campaign featured Tarang Chawla in a Speak Out video highlighting the role of men in preventing and responding to gendered violence.
- Rapid evidence review on trauma informed response in universities was delivered to guide our best practise responses.



Consent: what's FRIES got to do with it?



Freely Given
Reversible
Informed
Enthusiastic
Specific

*inspired by image created by Planned Parenthood

Consent campaign kicked-off

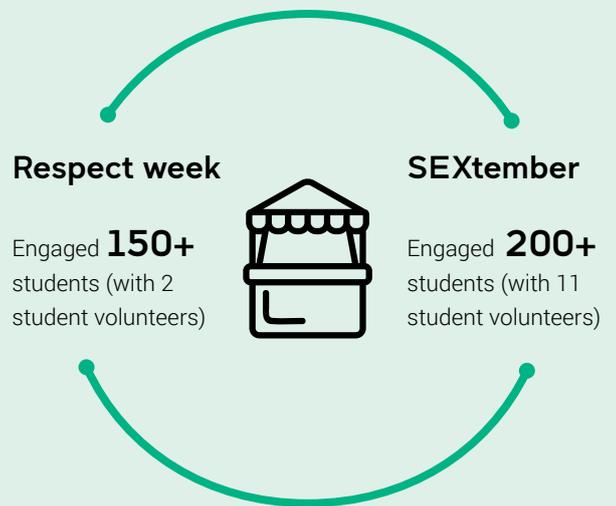
In 2022, we launched a new [Consent Matters](#) website with key information including affirmative consent laws and practical examples of how to 'check in' for consent.

To develop the consent campaign, we consulted with stakeholders, conducted a survey during Respect Week and undertook a pilot in the Media Arts Gateway course (Faculty of Arts, Design and Architecture). This feedback helped inform the campaign, to ensure that messaging was appropriate and relevant to the UNSW community.

Consent stall: what's FRIES got to do with it?

The Conduct and Integrity Office (CIO) worked with student volunteers to deliver a consent stall during [Respect Week](#) and [SEXtember](#) Hump Day. All students were briefed to facilitate safe conversations on consent and aware of support services and reporting options. Student volunteers included Peers Advocating for Sexual Health (PASH) ambassadors and medical students from Medical Outreachers Australia (MOA).

At the consent stall, we raised awareness by giving away free French Fries and used the FRIES acronym (**F**reely **G**iven, **R**eversible, **I**nformed, **E**nthusiastic and **S**pecific) to start conversations on consent with the community.



v Consent stall



THE C WORD

Consent
in everyday life

C-Word: Consent in everyday life online panel

For SEXtember, we delivered a headline online panel event: The [C-Word: Consent in everyday life](#), which was co-designed with consent experts and a student working group.

Panel members with diverse lived experience shared stories of how they navigate consent in their everyday lives.

42 attended the panel, which was followed by an interactive session facilitated by students from the working group.

Dr. Joy Townsend (CEO and Founder of Learning Consent) moderated the panel and shared a useful definition of consent:

“Consent means the choice to say yes to something. A meaningful yes requires the capacity to choose to say no and to have that no heard and respected, at any point in time”

- Marie-Pierre Cleret

Positive feedback was received from post event surveys:

“The stories shared by the presenters - they were so personal and moving and courageous. They also gave me insight into various other perspectives and highlighted the things I need to be aware of to ensure people are as comfortable as possible across different situations.”



Consent Wall at the UNSW Libraries (Kensington & Paddington)

A Consent Wall was installed at UNSW Libraries (Kensington & Paddington) during SEXtember activities raising consent in everyday life. We asked students ‘Where else could you be asking for consent?’

- 69 responses included examples such as: ‘before hugging’, ‘borrowing an item’, ‘posting someone’s pics online’ and ‘when you are proceeding with a health procedure, e.g., taking blood’.
- Student responses were shared in the updated Gendered Violence eLearning module.
- The library was our target location as it was identified as a high-risk area in The Gendered Violence Steering Committee (SteerCo) and the 2021 National Student Safety Survey (NSSS)
- Consent Wall promo reel on [HPU Instagram](#) gained 4,522 views.

RESPECT WEEK



Respect Week

UNSW supported Arc@UNSW [Respect Week](#), (20 – 24 June) providing a weeklong program of events for students around respectful behaviours.

1,000 people attended Respect Week events on-campus, which included the consent stall, pronoun badge making with Volunteers United, a drag make up workshop, Aboriginal weaving workshop, a yum cha giveaway, cultural clothing demonstration, and wellness mindfulness painting.

The Gendered Violence Strategy was launched with an online panel [Respect Week: Men & Gendered Violence](#) during Respect Week, which was viewed 156 times. Professor Attila Brungs provided an introduction, which was followed by a panel discussion with UNSW students and staff.

The panel highlighted that gender violence impacts all communities and that it is everyone's shared responsibility to address. Topics covered the Gendered Violence Portal, the Gendered Violence Strategy, as well as examples of gendered violence, harmful masculinities and how to speak up and be an active bystander.

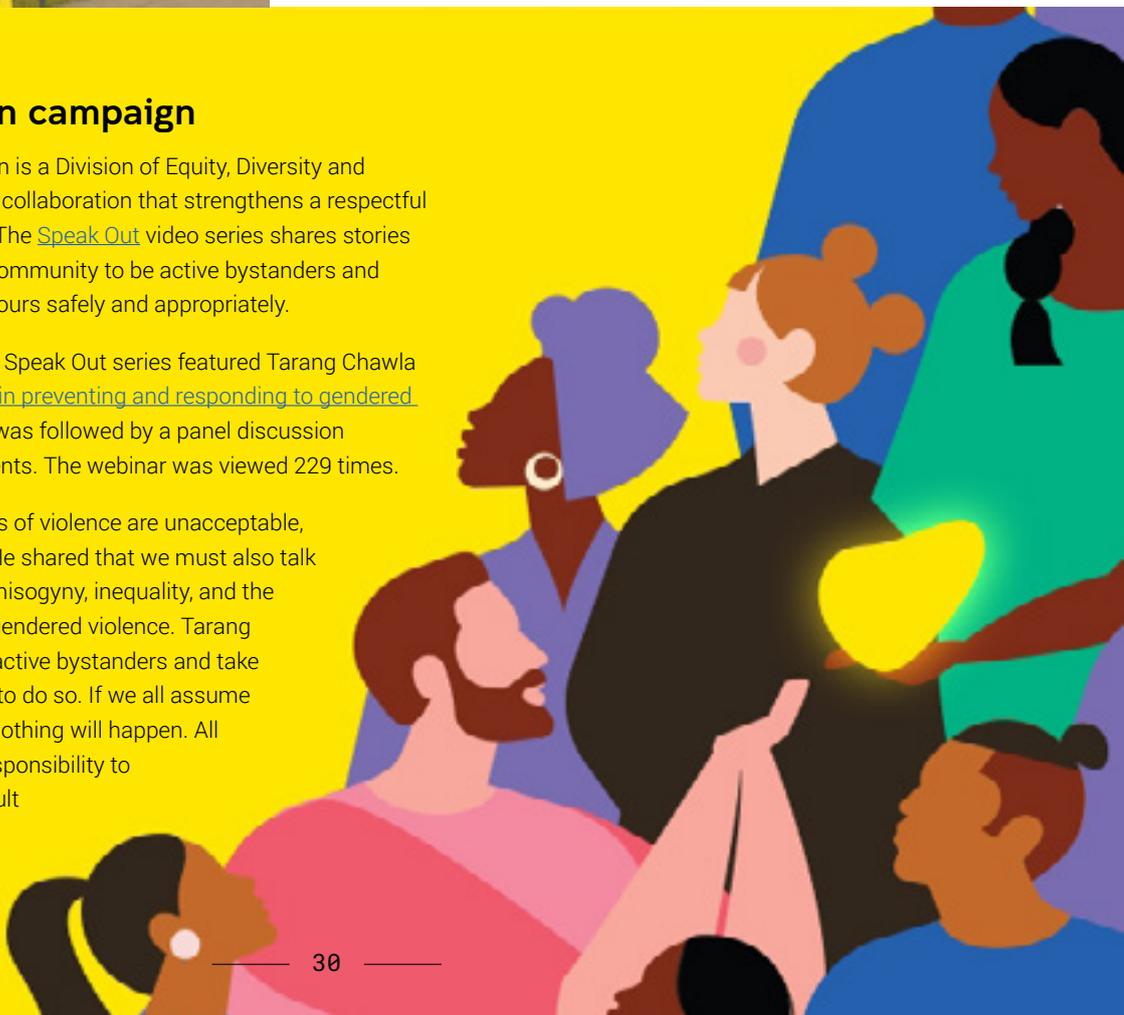
Other Arc activities included the Arc@UNSW Valentine's Day [Affirmative Consent Post](#), which reached 3654 people on Instagram and 3751 on Facebook.

Be a Better Human campaign

The [Be a Better Human](#) campaign is a Division of Equity, Diversity and Inclusion (EDI) and Arc@UNSW collaboration that strengthens a respectful and inclusive culture at UNSW. The [Speak Out](#) video series shares stories that help empower the UNSW community to be active bystanders and respond to disrespectful behaviours safely and appropriately.

In 2022, the third episode of the Speak Out series featured Tarang Chawla speaking about [the role of men in preventing and responding to gendered violence](#). Tarang's introduction was followed by a panel discussion featuring UNSW staff and students. The webinar was viewed 229 times.

Tarang highlighted that all forms of violence are unacceptable, whether in public or in private. He shared that we must also talk about complex topics such as misogyny, inequality, and the patriarchy when we talk about gendered violence. Tarang emphasised that we can all be active bystanders and take tangible actions when it is safe to do so. If we all assume that someone else will step in, nothing will happen. All of us, especially men, have a responsibility to increase awareness, have difficult conversations, take action and prevent gendered violence.



Rapid Evidence Reviews: Trauma informed responses in universities

The Gendered Violence Research Network (GVRN) were engaged to deliver three separate, rapid evidence reviews to ensure that the Gendered Violence Strategy and Action Plan is underpinned by strong evidence. In 2022, our first review was delivered on trauma informed responses in universities. This review sets the foundation for our work to build a trauma-informed approach at UNSW.

Building a trauma informed approach for UNSW

Trauma aware

Seek and share
information

To be trauma aware, UNSW ensures all students and staff recognise and appreciate trauma as an impact of gendered violence

Trauma responsive

Think differently,
respond differently

To be trauma responsive, UNSW ensures relevant or appropriate staff and students have tailored knowledge and know how to **use a trauma lens** to respond and refer appropriately.

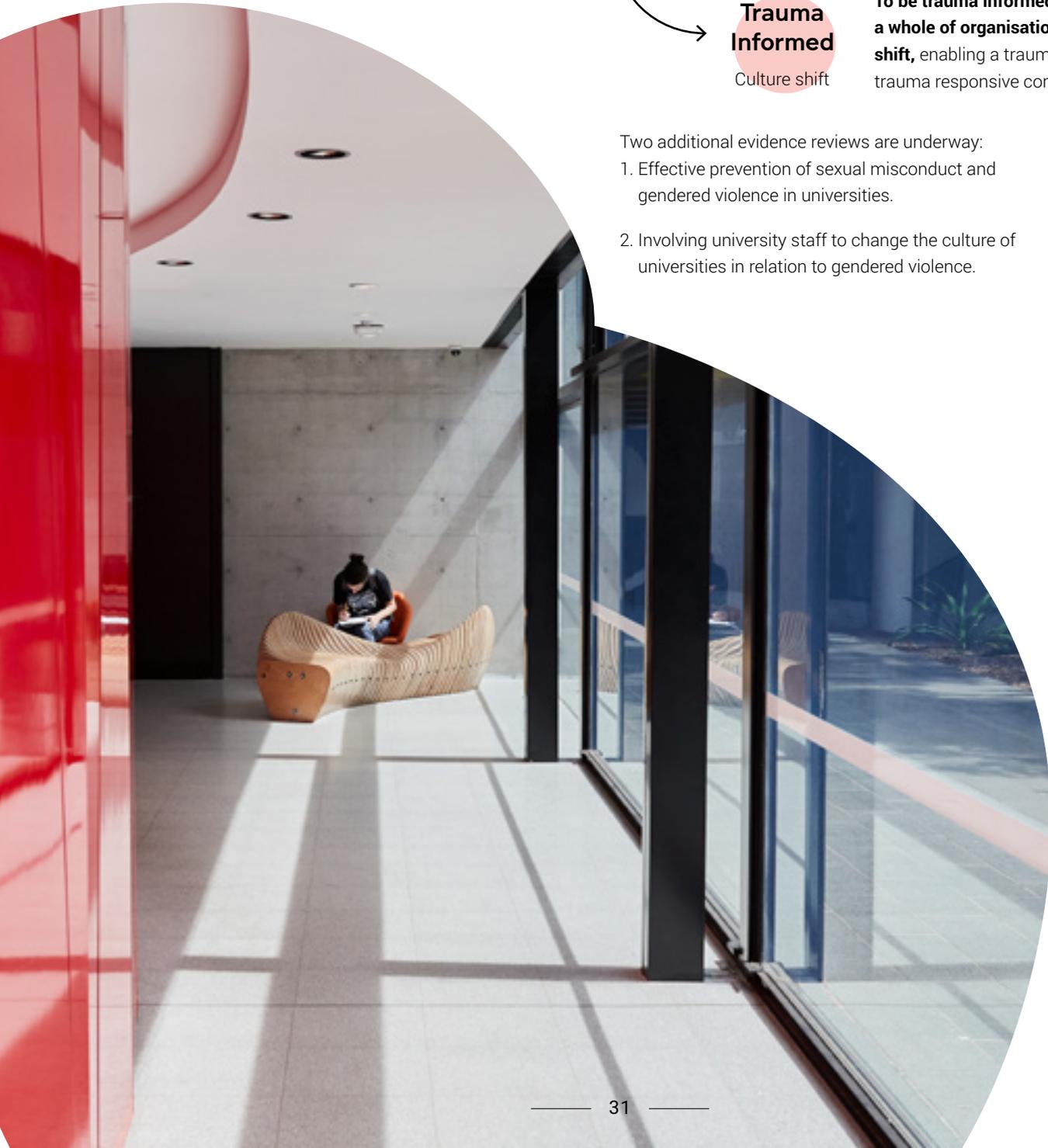
Trauma Informed

Culture shift

To be trauma informed involves a whole of organisation culture shift, enabling a trauma aware and trauma responsive community.

Two additional evidence reviews are underway:

1. Effective prevention of sexual misconduct and gendered violence in universities.
2. Involving university staff to change the culture of universities in relation to gendered violence.



Support services

There are a range of services available to support those who are affected by gendered violence. This includes services that are free and confidential. See the [Support](#) website for more information.

Service	Description	Contact Details
For students		
UNSW Psychology & Wellness	UNSW's on campus psychology service available to all students (free and confidential).	student.unsw.edu.au/counselling
For staff		
UNSW Employee Assistance Program	Free and confidential counselling, coaching and wellbeing service for all for UNSW leaders, staff and their immediate family members.	wellbeing.unsw.edu.au/eap-benestar
For students and staff		
UNSW First Responders	UNSW First Responders are staff members who are trained to offer confidential support. They understand that reporting gendered violence can be difficult and can provide you with guidance and support.	unsw.edu.au/planning-assurance/conduct-integrity/gendered-violence/find-first-responders
UNSW Health Service	UNSW's health service can provide health advice and care to UNSW students, staff and visitors.	student.unsw.edu.au/hsu
For everyone		
1800RESPECT	1800RESPECT is a 24/7 phone counselling service providing advice and support to those impacted by sexual assault and domestic and family violence.	P: 1800 737 732 www.1800respect.org.au
NSW Health Sexual Assault Services	Services that provide victim-survivors of sexual violence with medical and counselling support. The closest Sexual Assault Service to UNSW Sydney is at RPA Hospital in Camperdown.	www.health.nsw.gov.au/parvan/sexualassault/Pages/info-sexual-assault-victims.aspx
Australian Human Rights Commission	Complaints about sexual harassment, sex based discrimination, racial harassment, disability related discrimination.	www.humanrights.gov.au/complaints
Australian e-Safety Commission	Responsible for keeping us safe online. Powers regarding cyberbullying, image-based abuse, and illegal and harmful online content.	www.esafety.gov.au
Victims Services	Provides counselling, financial support and recognition payment to victims of a violent crime in NSW.	www.victimsservices.justice.nsw.gov.au
Lifeline	National Crisis and Support Service available 24/7.	13 11 14 (24 hours/7 days) www.lifeline.org.au
For LGBTIQ+ communities		
QLife	National LGBTIQ+ peer phone & online counselling.	1800 184 527 (3pm-12am, 7 days) qlife.org.au

Key Priorities for 2023

1

Set up a **Student Working Group** to ensure a collaborative approach to implementing the Strategy and priority projects and continue to support the wellbeing and professional development of student representatives in the Steering Committee.

2

Develop an updated standalone **Gendered Violence Policy**.

3

Develop a student and staff **education and awareness strategy** to encourage ongoing learning about gendered violence and respectful relationships.

4

Implement the **SpeakUp Ethical Culture Strategy (2023 – 2025)** to ensure the UNSW community knows what behaviours are expected and where to report anything out of line.

5

Update the **Complaints Management System** to improve the Portal.

See [Steering Committee](#) website for more information.

Appendix 1. Definitions

Consent	<p>The <i>Crimes Act 1900</i> (NSW) defines consent as “the act of freely and knowingly agreeing to engage in sexual activity.”¹</p> <p>Currently NSW law requires the obtaining of ‘affirmative consent’. Affirmative consent involves “the proactive asking for and giving of consent. It is when the cues a person is giving (verbal and non-verbal) show that they are comfortable, in agreement, and want to engage in sexual activities every step of the way.”²</p>
Dating violence	Violent or intimidating behaviours perpetrated by a current or previous boyfriend, girlfriend or date. ³
Domestic & Family Violence	<p>Domestic violence refers to violent behaviour between current or former intimate partners – typically where one partner tries to exert power and control over the other, usually through fear. It can include physical, sexual, emotional, social, verbal, spiritual and economic abuse.</p> <p>Family violence is a broader term that refers to violence between family members, which can include violence between current or former intimate partners, as well as acts of violence between a parent and a child, between siblings, and more.”⁴</p>
Gender	Gender is a person’s sense of whether they are a man, woman, non-binary, agender, genderqueer, genderfluid, or a combination of one or more of these definitions. Gender can be binary (either a man or a woman), or non-binary (including people who have no binary gender at all and people who have some relationship to binary gender/s) ⁵
Gendered violence	Gendered violence and gender-based violence are often used interchangeably. The United Nations High Commissioner for Refugees (UNHCR) says that “Gender-Based violence refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms” ⁶ .
Intimate partner Violence	Violent or intimidating behaviours perpetrated by a current or cohabiting partner, boyfriend, girlfriend or date. ⁷ See also domestic and family violence.

¹ NSW Crimes Act (1900) www5.austlii.edu.au/au/legis/nsw/consol_act/ca190082/s61he.htm

² UNSW & Arc Be a Better Human campaign

³ AIHW <https://www.aihw.gov.au/reports-data/behaviours-risk-factors/domestic-violence/glossary>

⁴ Mission Australia: <https://www.missionaustralia.com.au/what-we-do/children-youth-families-and-communities/domestic-family-violence>

⁵ AIFS 2022 https://aifs.gov.au/resources/resource-sheets/lgbtqa-glossary-common-terms#_idTextAnchor001

⁶ UNHCR 2022 [https://www.unhcr.org/au/what-we-do/safeguard-human-rights/protection/gender-based-violence#:~:text=Gender-based%20violence%20\(GBV\),physical%20violence%20in%20their%20lifetime](https://www.unhcr.org/au/what-we-do/safeguard-human-rights/protection/gender-based-violence#:~:text=Gender-based%20violence%20(GBV),physical%20violence%20in%20their%20lifetime)

⁷ AIHW <https://www.aihw.gov.au/reports-data/behaviours-risk-factors/domestic-violence/glossary>

Sexual assault

An act of a sexual nature carried out against a person's will through the use of physical force, intimidation or coercion and includes any attempts to do this. This includes rape, attempted rape, aggravated sexual assault (assault with a weapon), indecent assault, penetration by objects, forced sexual activity that did not end in penetration and attempts to force a person into sexual activity. For many victim-survivors of sexual assault the effects can be wide-ranging and lifelong, including but not limited to physical injury and ongoing difficulties with mental health and relationships.⁸

The UNSW Sexual Misconduct Prevention & Response Policy also defines sexual assault as “engaging in certain sexual acts (such as intercourse and oral sex) with a person without their consent, when you know they don’t consent, or you don’t care whether they consent.”⁹

Sexual assault is also a crime under NSW and ACT law.

Sexual harassment

Sexual harassment is any unwanted or unwelcome sexual behaviour, where a reasonable person would have anticipated the possibility that the person harassed would feel intimidated, humiliated or offended¹⁰

The UNSW Sexual Misconduct Prevention & Response Policy also defines sexual harassment as “an unwelcome sexual advance, or other unwelcome sexual behaviour, towards another person, in circumstances where it can reasonably be expected that the person will feel intimidated, humiliated or offended by the behaviour.”¹¹

Sexual harassment may also be a crime under NSW and ACT law.

Sexual misconduct

Sexual misconduct includes sexual harassment or sexual assault, sexual touching, sexual acts, conduct involving child abuse material, making or distributing sexually explicit photos or videos without consent, or certain other behaviours of a sexual nature.

Sexual violence

Sexual violence covers a wide spectrum of behaviours that are perpetrated against adults and children, including: sexual harassment; stalking; forced or deceptive sexual exploitation (such as having images taken and/or distributed without freely given consent); using false promises, insistent pressure, abusive comments or reputational threats to coerce sex acts; exposure of genitals; indecent assault; and rape.

Victim-survivor

A term preferred by many who have direct experience of gendered violence. The term victim often defines a person in relation to harm that has been done to them. The term survivor is used to represent the strength and resilience exhibited by a person after a traumatic event. Many people affected by gendered violence prefer the use of both terms as a closer and respectful representation of both of these positions.

⁸ NASASV 2021: [Standards of Practice Manual](#)

⁹ [UNSW Sexual Misconduct Prevention and Response Policy](#)

¹⁰ NASASV 2021: [Standards of Practice Manual](#)

¹¹ [UNSW Sexual Misconduct Prevention and Response Policy](#)

Appendix 2. 2022 Portal Report Data

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Outcome of report
1	UNSW affiliated/ connected	<72 hours	Stranger	Sexual Harassment	Provided requested information including appropriate support services.
2	UNSW student	<12 months	Co-Student	Sexual Harassment	Provided requested information including appropriate support services.
3	UNSW student	<12 months	Co-Student	Sexual Touching	Anonymous - information recorded and no follow-up possible due to lack of contact details.
4	UNSW student	<12 months	Co-Student	Sexual Touching	Anonymous - information recorded and no follow-up possible due to lack of contact details.
5	UNSW student	<12 months	Co-Student	Technology facilitated GV - Sexual Harassment	Provided requested information including appropriate support services.
6	UNSW student	<72 hours	Co-Student	Sexual Assault	Provided requested information including appropriate support services.
7	UNSW student	<72 hours	Co-Student	Sexual Assault	Provided requested information including appropriate support services and referred to CIO. Matter did not proceed to investigation because the reporter did not wish to proceed with a complaint at the time.
8	UNSW student	<72 hours	Co-Student	Sexual Touching	Provided requested information including appropriate support services.
9	UNSW affiliated/ connected	<72 hours	Stranger	Sexual Touching	Anonymous - information recorded and no follow-up possible due to lack of contact details.
10	UNSW student	<12 months	N/A	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
11	UNSW student	<72 hours	Co-Student	Sexual Touching	Anonymous - information recorded and no follow-up possible due to lack of contact details.
12	Member of the public	<72 hours	Stranger	Sexual Touching	Provided requested information including appropriate support services.
13	UNSW student	<12 months	Co-Student	Technology facilitated GV - Recording/ Distributing Intimate Images	Provided requested information including appropriate support services and referred to CIO. Matter did not proceed due to insufficient evidence. Local level action taken.
14	UNSW student	<12 months	N/A	Sexual Assault	Provided requested information including appropriate support services.
15	Member of the public	<12 months	Stranger	Sexual Touching	Provided requested information including appropriate support services.
16	Member of the public	<12 months	Stranger	Sexual Touching	Anonymous - information recorded and no follow-up possible due to lack of contact details.
17	Member of the public	<72 hours	Stranger	Sexual Touching	Provided requested information including appropriate support services.

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Outcome of report
18	Alumni of UNSW	<72 hours	N/A	Sexual Touching	Anonymous - information recorded and no follow-up possible due to lack of contact details.
19	UNSW staff	<12 months	Co-Staff	Sexual Harassment	Provided requested information including appropriate support services.
20	Alumni of UNSW	>10 years	N/A	Information Not Available	Anonymous - information recorded and no follow-up possible due to lack of contact details.
21	UNSW student	>1 year_<3 years	Co-Student	Sexual Assault	Provided requested information including appropriate support services.
22	UNSW student	>5 years	Student-Staff	Sexual Act	Provided requested information including appropriate support services.
23	UNSW student	<12 months	Student-Staff	Sexual Harassment	Provided requested information including appropriate support services.
24	Member of the public	<12 months	Stranger	Sexual Touching	Anonymous - information recorded and no follow-up possible due to lack of contact details.
25	UNSW student	<12 months	Student-Staff	Sexual Harassment	Provided requested information including appropriate support services.
26	UNSW student	>1 year_<3 years	Co-Student	Sexual Assault	Provided requested information including appropriate support services.
27	UNSW student	<12 months	N/A	Sexual Assault	Provided requested information including appropriate support services.
28	Alumni of UNSW	<12 months	Known Person	Other	Provided requested information including appropriate support services and referred to CIO. Matter did not proceed to an investigation due to insufficient evidence. Local level action taken.
29	UNSW staff	<72 hours	Student-Staff	Sexual Harassment	Provided requested information including appropriate support services.
30	UNSW student	<12 months	Co-Student	Sexual Harassment	Anonymous - information recorded and no follow-up possible due to lack of contact details.
31	UNSW student	<12 months	N/A	Sexual Harassment	Provided requested information including appropriate support services.
32	UNSW student	<72 hours	Known Person	Sexual Harassment	Provided requested information including appropriate support services.
33	UNSW staff	>1 year_<3 years	Co-Staff	Sexual Harassment	Anonymous - information recorded and no follow-up possible due to lack of contact details.
34	UNSW student	<12 months	Student-Affiliate	Sexual Harassment	Provided requested information including appropriate support services.
35	UNSW student	<72 hours	Co-Student	Sexual Harassment	Provided requested information including appropriate support services.
36	UNSW student	>1 year_<3 years	Co-Student	Technology facilitated GV - Online Behaviours	Provided requested information including appropriate support services.
37	Alumni of UNSW	>10 years	Student-Staff	Sexual Assault	Provided requested information including appropriate support services.

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Outcome of report
38	Alumni of UNSW	<72 hours	Student-Alumni	Technology facilitated GV - Online Behaviours	Anonymous - information recorded and no follow-up possible due to lack of contact details.
39	UNSW student	<12 months	Known Person	Sexual Touching	Provided requested information including appropriate support services.
40	Alumni of UNSW	<12 months	Co-Alumni	Information Not Available	Anonymous - information recorded and no follow-up possible due to lack of contact details.
41	UNSW affiliated/ connected	<12 months	N/A	Information Not Available	Anonymous - information recorded and no follow-up possible due to lack of contact details.
42	UNSW student	<72 hours	N/A	Technology facilitated GV - Recording/ Distributing Intimate Images	Provided requested information including appropriate support services.
43	UNSW student	<12 months	Co-Student	Sexual Harassment	Provided requested information including appropriate support services.
44	UNSW student	<12 months	Ex-Partner	Technology facilitated GV - Online Behaviours	Provided requested information including appropriate support services.
45	UNSW student	<12 months	Co-Student	Information Not Available	Provided requested information including appropriate support services.
46	UNSW staff	<12 months	Co-Staff	Sexual Harassment	Provided requested information including appropriate support services.
47	UNSW student	<12 months	Co-Student	Technology facilitated GV - Online Behaviours	Provided requested information including appropriate support services.
48	UNSW affiliated/ connected	<12 months	Staff-Affiliate	Sexual Assault	Provided requested information including appropriate support services.
49	UNSW staff	<72 hours	Student-Staff	Sexual Harassment	Provided requested information including appropriate support services.
50	UNSW student	<12 months	Co-Student	Sexual Assault	Provided requested information including appropriate support services.
51	UNSW student	<12 months	Student-Affiliate	Sexual Harassment	Provided requested information including appropriate support services.
52	UNSW student	<12 months	Co-Student	Sexual Assault	Provided requested information including appropriate support services.
53	UNSW student	<12 months	Student-Affiliate	Sexual Assault	Provided requested information including appropriate support services and referred to CIO. Matter was not the subject of a formal referral; however, college was advised that they should consider whether mandatory reporting obligations arose under criminal law.
54	UNSW student	<72 hours	Co-Student	Technology facilitated GV - Recording/ Distributing Intimate Images	Provided requested information including appropriate support services.

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Outcome of report
55	UNSW student	<72 hours	Stranger	Technology facilitated GV - Recording/ Distributing Intimate Images	Provided requested information including appropriate support services and referred to UNSW Security. Security services offered to student.
56	UNSW student	<12 months	Stranger	Technology facilitated GV - Sexual Harassment	Provided requested information including appropriate support services.
57	UNSW student	<12 months	N/A	Information Not Available	Provided requested information including appropriate support services.
58	UNSW student	<12 months	Co-Student	Technology facilitated GV - Sexual Harassment	Provided requested information including appropriate support services.
59	UNSW student	<12 months	Stranger	Stalking	Provided requested information including appropriate support services.
60	UNSW student	<12 months	Co-Student	Sexual Assault	Provided requested information including appropriate support services.
61	UNSW student	<72 hours	N/A	Technology facilitated GV - Recording/ Distributing Intimate Images	Provided requested information including appropriate support services.
62	UNSW staff	<72 hours	Co-Staff	Sexual Harassment	Provided requested information including appropriate support services.
63	UNSW student	<12 months	Co-Student	Sexual Touching	Provided requested information including appropriate support services.
64	UNSW student	<12 months	Co-Student	Physical Assault	Provided requested information including appropriate support services.
65	UNSW student	<12 months	Co-Student	Sexual Touching	Provided requested information including appropriate support services.
66	Member of the public	<12 months	N/A	Information Not Available	Anonymous - information recorded and no follow-up possible due to lack of contact details.
67	UNSW student	N/A	Student-Staff	Other	Provided requested information including appropriate support services and referred to CIO. Matter referred to School Grievance Officer for management and resolved at local level.
68	UNSW student	<72 hours	Co-Student	Other	Provided requested information including appropriate support services
69	UNSW student	<12 months	Co-Student	Sexual Touching	Provided requested information including appropriate support services.
70	Unsure	N/A	N/A	Information Not Available	Provided requested information including appropriate support services and referred to HR. Enquiries made but no formal investigation undertaken. Resulted in email addresses being blocked by IT with support provided to a UNSW staff member.
71	UNSW staff	<12 months	Co-Student	Technology facilitated GV - Online Behaviours	Provided requested information including appropriate support services.

Incident No.	Person affected	When incident occurred	Relationship	Type (self-reported)	Outcome of report
72	UNSW affiliated/ connected	<12 months	Staff-Alumni	Technology facilitated GV - Online Behaviours	Provided requested information including appropriate support services and referred to HR. Enquiries made but no formal HR investigation undertaken. Dealt with as a disciplinary matter and referred to the Head of School. The employee was provided with social media guidance by the Head of School.
73	Member of the public	<12 months	Known Person	Sexual Assault	Provided requested information including appropriate support services.
74	Member of the public	<12 months	Known Person	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
75	UNSW student	<72 hours	Co-Student	Technology facilitated GV - Recording/ Distributing Intimate Images	Provided requested information including appropriate support services.
76	UNSW student	<12 months	N/A	Sexual Assault	Provided requested information including appropriate support services.
77	Member of the public	<72 hours	Known Person	Technology facilitated GV - Online Behaviours	Provided requested information including appropriate support services.
78	UNSW student	<12 months	Co-Student	Sexual Touching	Provided requested information including appropriate support services.
79	UNSW student	<72 hours	Stranger	Sexual Act	Provided requested information including appropriate support services.
80	UNSW student	<12 months	Co-Student	Sexual Touching	Provided requested information including appropriate support services.
81	UNSW affiliated/ connected	<72 hours	Co-Student	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
82	UNSW student	N/A	Known Person	Sexual Harassment	Provided requested information including appropriate support services.
83	UNSW student	<72 hours	Known Person	Sexual Touching	Provided requested information including appropriate support services.
84	UNSW student	<72 hours	Known Person	Sexual Touching	Provided requested information including appropriate support services.
85	Member of the public	<72 hours	N/A	Other	Provided requested information including appropriate support services.
86	UNSW student	<12 months	Co-Student	Sexual Harassment	Provided requested information including appropriate support services.
87	UNSW student	>3 years_<5 years	Co-Student	Technology facilitated GV - Online Behaviours	Provided requested information including appropriate support services.

Appendix 3. 2022 De-Identified Psychology & Wellness Data

Incident No.	Person affected	When incident occurred	Alleged person responsible	Incident type	In Portal
1	Student	Historical	Public (male)	Sexual assault	No
2	Student	Historical	Public (male)	Sexual harassment	No
3	Student	N/A	Public (male)	Sexual harassment	No
4	Student	Historical	Public	Sexual assault	No
5	Student	N/A	Student	Sexual assault	No
6	Student	N/A	Public	Sexual assault	No
7	Student	N/A	Public	Sexual assault	No
8	Student	N/A	Student (College)	Sexual assault	No
9	Student	Historical	Public (Known)	Sexual harassment	No
10	Student	N/A	Public (Uber driver)	Sexual harassment	No
11	Student	N/A	Student	Sexual assault	No
12	Student	N/A	Non-student	Sexual assault	No
13	Student	Historical	Partner	Sexual assault	No
14	Student	Historical	Not named	Sexual assault	No
15	Student	Historical	Ex Partner	Sexual assault	No
16	Student	N/A	Father	Domestic & Family Violence	No
17	Student	N/A	Friend	Sexual harassment	No
18	Student	Historical	Father	Sexual assault	No
19	Student	N/A	Public	Sexual assault	No
20	Student	Historical	Public	Sexual assault	No
21	Student	Historical	Public	Sexual assault	No
22	Student	N/A	Student	Sexual assault	Yes
23	Student	N/A	Partner	Sexual assault	No
24	Student	N/A	Student	Image Based Abuse	Yes
25	Student	2022	Stranger	Sexual assault	N/A
26	Student	2022	Previous Partner Overseas	Sexual harassment	Yes
27	Student	>10 years	Family Friend	Sexual assault	No
28	Student	2010-2019	Former Boss	Sexual assault	No
29	Student	2022	Peer	Sexual assault	No
30	Student	Historical	Peers and A Teacher	Sexual assault	N/A
31	Student	6-8 weeks ago.	Another Student	Sexual assault	No
32	Student	2021	Academic	Sexual harassment	N/A
33	Student	Historical	Parent	Sexual assault	No
34	Student	Unknown	Unknown	Sexual assault	N/A
35	Student	N/A	Unknown	Sexual assault	N/A
36	Student	Current	Unknown	Sexual harassment	N/A

Incident No.	Person affected	When incident occurred	Alleged person responsible	Incident type	In Portal
37	Student	Current	Other students	Sexual Harassment	N/A
38	Student	Current	Other students	Sexual assault	N/A
39	Student	2 months ago.	Member of the Public	Sexual assault	N/A
40	Student	4 weeks ago.	Date	Sexual assault	N/A
41	Student	2022	Known person	Sexual assault	N/A
42	Student	Historical	Stranger	Sexual assault	N/A
43	Student	Historical	N/A	Sexual assault	N/A
44	Student	3 years ago.	Stranger	Sexual assault	N/A

Note: out of the 88 de-identified reports received by Psychology and Wellness, only 44 reports provided key information, which is summarised here.

CRICOS Provider Code 00098G
© UNSW Sydney May 2023

