

# Sexually Based Assault or Harassment Response Policy

## Section 1 - Audience

(1) This policy applies to all staff, contractors and all areas of the University including any entities it may control from time to time.

## Section 2 - Executive Summary

(2) The University is committed to providing a safe environment for work and study and will not tolerate behaviour that compromises the safety and wellbeing of staff or students.

(3) The University will support survivors to raise concerns or report incidents involving sexually based assault and harassment, will investigate in a timely, responsible and sensitive manner, and will ensure that survivors have access to appropriate support.

## Section 3 - Purpose

(4) This policy sets out the University's commitment to the timely and effective response to allegations of sexually based assault or harassment on University campuses.

(5) The process for supporting survivors of sexually based assault or harassment and when performing investigations is outlined in the [Sexually Based Assault or Harassment Response Procedure](#).

## Section 4 - Principles

(6) The University supports a survivor-led approach when determining whether a disclosure is made or a report is prepared.

(7) The University will determine the approach to undertaking investigations and will take all reasonable steps to ensure that all parties to an alleged incident are provided with support. Any investigations undertaken will be performed by appropriately trained and skilled staff and any outcomes will be treated in confidence. Communication about the outcome and penalties applied will be managed in line with the University's obligation to comply with Privacy Legislation.

## Section 5 - Supporting Students

(8) Specific information to support survivors in making a disclosure or reporting an incident are included [here](#).

(9) Specific information to assist survivors and the accused in obtaining timely and appropriate support are included [here](#).

(10) Specific information to support survivors and the accused with respect to the investigation process are included [here](#).

(11) Specific information to support survivors and the accused regarding potential outcomes and actions are included [here](#).

## **Section 6 - Review Process**

(12) The Deputy Vice-Chancellor (Academic) is responsible for review of this policy at least annually.

(13) Amendments to this policy require the approval of the Executive Committee.

## Status and Details

<b>Status</b>	Historic
<b>Effective Date</b>	28th July 2017
<b>Review Date</b>	2nd February 2020
<b>Approval Authority</b>	Vice-Chancellor
<b>Approval Date</b>	28th July 2017
<b>Expiry Date</b>	2nd December 2019
<b>Responsible Executive</b>	Karen Blackmore Pro Vice-Chancellor Education Innovation
<b>Enquiries Contact</b>	Belinda Yourn Senior Deputy Vice-Chancellor (Academic & Global)

## Glossary Terms and Definitions

**"University"** - The University of Newcastle, a body corporate established under sections 4 and 5 of the University of Newcastle Act 1989.

**"Student"** - A person formally enrolled in a course or active in a program offered by the University or affiliated entity.

**"Staff"** - Means a person who was at the relevant time employed by the University and includes professional and academic staff of the University, by contract or ongoing, as well as conjoint staff but does not include visitors to the University.