

# **Draft** Sexual Harm and Gender-based Violence Prevention and Response Policy 2025





Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

---

## How to report

### Safer Communities Office

To report sexual harm or gender-based violence, contact the University's Safer Communities Office:

- online anytime on the University's '[Sexual Harm and Gender-based Violence](#)' web page;
- by email at [safer-communities.officer@sydney.edu.au](mailto:safer-communities.officer@sydney.edu.au); or
- by calling + 61 2 8627 6808 or **1800 SYD HLP (1800 793 457)** from 9am to 5pm, Monday to Friday.

### Office of Child Safety

If the conduct involves a child, you can make a report to the University's Office of Child Safety:

- by email at [child-safety@sydney.edu.au](mailto:child-safety@sydney.edu.au);

### NSW Police

If you believe a criminal offence has occurred, you can make a report by:

- calling the Police assistance line: 131 444
- completing an online [SARO](#) (Sexual Assault Reporting Option) form.

### eSafety Commissioner

If the conduct involves online harm, you can make a report by completing an [online form](#).

## Assistance and support

The *Student Sexual Harm and Gender-based Violence Response Procedures* and *Staff Sexual Harm and Gender-based Violence Response Procedures* provide contact details for trauma-informed:

- **emergency assistance** for current and former students, staff and affiliates who have experienced sexual harm or gender-based violence;
- **ongoing support and assistance** for current and former students, employees and affiliates who have experienced sexual harm or gender-based violence;
- **support and assistance** for current students, employees and affiliates who are accused of sexual harm or gender-based violence.






**About this document**

Printed or electronic copies may be out of date. Always check the [Policy Register](#) for the current version.

Title page image credit: AdobeStock

## Table of contents

|               |  |           |
|---------------|--|-----------|
| <b>Part 1</b> | <b>Purpose and application</b>                         | <b>5</b>  |
| 1.1           | Purpose  | 5         |
| 1.2           | Start date   | 5         |
| 1.3           | Application  | 5         |
| 1.4           | Relationship to other policies.                        | 6         |
| <b>Part 2</b> | <b>Principles</b>                                      | <b>7</b>  |
| 2.1           | Sexual harm and gender-based violence are unacceptable | 7         |
| 2.2           | University acknowledgements                            | 7         |
| <b>Part 3</b> | <b>What is sexual harm and gender-based violence?</b>  | <b>8</b>  |
| 3.1           | Sexual harm  | 8         |
| 3.2           | When is sexual activity sexual harm?                   | 8         |
| 3.3           | Consent  | 9         |
| 3.4           | Gender-based violence                                  | 10        |
| <b>Part 4</b> | <b>Prevention</b>                                      | <b>11</b> |
| 4.1           | Ethical bystander intervention                         | 11        |
| 4.2           | Safe environments                                      | 11        |
| 4.3           | Safe student accommodation                             | 12        |
| 4.4           | Prevention education and training                      | 12        |
| 4.5           | Prevention initiatives                                 | 13        |
| 4.6           | Monitoring and evaluation                              | 13        |
| <b>Part 5</b> | <b>Reporting</b>                                       | <b>14</b> |
| 5.1           | Reporting methods                                      | 14        |
| 5.2           | Disclosures  | 14        |
| 5.3           | Complaints   | 14        |
| <b>Part 6</b> | <b>Response</b>  | <b>16</b> |
| 6.1           | Procedures   | 16        |

|  |  |  |  |  |
|---|---|---|---|---|
| Contents  | Purpose and application   | Requirements  | Roles and responsibilities  | Definitions   |
| 6.2 Support for reporters   |   |   |   | 16  |
| 6.3 Support for respondents   |   |   |   | 17  |
| 6.4 Response education and training   |   |   |   | 17  |
| 6.5 Monitoring and evaluation   |   |   |   | 18  |
| <b>Part 7 Managing disclosures and complaints</b>                                 |   |   |   | <b>19</b>   |
| 7.1 Interim measures  |   |   |   | 19  |
| 7.2 Risk assessments  |   |   |   | 20  |
| 7.3 No victimisation  |   |   |   | 20  |
| 7.4 Trauma-informed and procedurally fair processes                               |   |   |   | 20  |
| 7.5 Complaints about non-University related conduct                               |   |   |   | 21  |
| 7.6 Complaints about people over whom the University has no authority             |   |   |   | 21  |
| 7.7 Anonymous reports   |   |   |   | 22  |
| 7.8 Confidentiality   |   |   |   | 22  |
| 7.9 Non-disclosure agreements   |   |   |   | 24  |
| 7.10 Reports to the Police  |   |   |   | 24  |
| <b>Part 8 Data collection and reporting</b>                                       |   |   |   | <b>26</b>   |
| 8.1 Purpose   |   |   |   | 26  |
| 8.2 Data management   |   |   |   | 26  |
| <b>Part 9 Transactional sex and fraternisation</b>                                |   |   |   | <b>28</b>   |
| 9.1 Prohibition in some circumstances   |   |   |   | 28  |
| <b>Part 10 Roles and responsibilities</b>   |   |   |   | <b>29</b>   |
| 10.1 University leadership  |   |   |   | 29  |
| 10.2 Deputy Vice-Chancellor (Education and Students)                              |   |   |   | 29  |
| 10.3 Chief Human Resources Officer  |   |   |   | 29  |
| 10.4 Safer Communities Office   |   |   |   | 30  |
| 10.5 Student Wellbeing  |   |   |   | 30  |
| 10.6 Managers   |   |   |   | 30  |
| 10.7 Staff and affiliates   |   |   |   | 30  |
| 10.8 Student accommodation staff  |   |   |   | 31  |
| 10.9 Students   |   |   |   | 31  |
| <b>Part 11 Definitions</b>  |   |   |   | <b>32</b>   |
| <b>Part 12 Notes</b>  |   |   |   | <b>39</b>   |
| <b>Part 13 Amendment history</b>  |   |   |   | <b>40</b>   |



## Part 1 Purpose and application

### 1.1 Purpose

- (1) This Policy:
  - (a) makes clear that the University will not tolerate sexual harm and gender-based violence;
  - (b) protects the physical and psychological safety and wellbeing of our community, including students, staff, affiliates and others;
  - (c) prioritises the safety, dignity and agency of people who report sexual harm and gender-based violence;
  - (d) provides for safe, person-centred, trauma-informed and procedurally fair responses to reports;
  - (e) encourages safe ethical bystander intervention; and
  - (f) supports our values of excellence, trust, and accountability.
- (2) This Policy gives effect to our legislative and regulatory obligations, including under:
  - (a) the National Higher Education Code to Prevent and Respond to Gender-based Violence;
  - (b) Respect@Work amendments to the Sex Discrimination Act 1984 (Cth);
  - (c) the Anti-Discrimination Act 1977 (NSW); and
  - (d) Work Health and Safety Act 2011 (NSW).

### 1.2 Start date

- (1) This Policy commences on **1 January 2026**.

### 1.3 Application

- (1) This Policy applies to:
  - (a) the University;
  - (b) the University leadership;
  - (c) students, staff, affiliates, and visitors;
  - (d) affiliated organisations; and
  - (e) entities undertaking activities on our behalf;
- (2) This Policy also applies to all disclosures and complaints ('**reports**') of sexual harm and gender-based violence by or about students, staff, or affiliates.

**Note:** See Part 5.
- (3) Where permitted by law, this Policy applies to conduct that occurs outside Australia.



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

## 1.4 Relationship to other policies.

- (1) Reports about conduct involving children should be made and handled in accordance with the University's [Working with Children and Vulnerable Adults Policy](#).
- (2) The rights and obligations under this Policy are in addition to rights and obligations set out in the:
  - (a) [Student Charter](#);
  - (b) [Bullying, Harassment and Discrimination Prevention Policy](#);
  - (c) [Staff and Affiliates Code of Conduct](#); and
  - (d) [Bullying, Harassment and Discrimination Prevention Policy](#).



## Part 2 Principles

### 2.1 Sexual harm and gender-based violence are unacceptable

- (1) The University is committed to protecting the safety and wellbeing of all members of our community.
- (2) Students, staff, affiliates, and visitors must not engage in sexual harm or gender-based violence. Such behaviour is unacceptable and will not be tolerated.
- (3) We may take disciplinary action against any person who breaches this Policy.

### 2.2 University acknowledgements

- (1) The University acknowledges that:
  - (a) sexual harm and gender-based violence have substantial impacts, on individuals, workplaces, families and communities. These impacts may be physical, psychological and financial;
  - (b) workplace diversity and gender equality are important for providing a safe, inclusive and respectful environment for our community;
  - (c) inequality and power imbalance provide the underlying social conditions for personal violence. The following communities are disproportionately affected by sexual harm and gender-based violence:
    - (i) women;
    - (ii) First Nations people;
    - (iii) culturally and linguistically diverse communities;
    - (iv) people with disability; and
    - (v) people of diverse sexual orientation and gender identity;
  - (d) as educators and leaders, we have a responsibility to work towards long-term social and cultural change;
  - (e) the experiences and identities of people who report sexual harm and gender-based violence are diverse, varied and potentially intersect. This requires culturally appropriate and safe prevention and response measures.



## Part 3 What is sexual harm and gender-based violence?

### 3.1 Sexual harm

(1) Sexual harm means:

- (a) a breach of **clause 9.1**; or
- (b) any sexual activity a person does not consent to.

(2) This includes:

- (a) sexual harassment;

**Note:** See definitions in Part 11, and the [\*Bullying, Harassment and Discrimination Prevention Policy\*](#).

- (b) sexual assault;
- (c) oral sex;
- (d) sexual touching;
- (e) sexual acts;
- (f) voyeurism; and
- (g) recording or distributing an intimate image without the subject's consent, regardless of whether the image is:
  - (i) real or fake;
  - (ii) still or moving.

**Note:** Behaviour of the kind described in this clause may also be a crime. See Divisions 10, 15B and 15C of the [\*Crimes Act 1900 \(NSW\)\*](#).

### 3.2 When is sexual activity sexual harm?

(1) A person sexually harms another if:

- (a) the other person did not consent to the sexual activity; and
- (b) the first person:
  - (i) knew that the other did not consent;
  - (ii) was reckless as to whether they consented; or
  - (iii) unreasonably believed that they consented.

(2) A belief that another person has consented to sexual activity is unreasonable if the first person did not say or do anything to find out whether the other consented:

- (a) within a reasonable time before; or
- (b) at the time of  
the sexual activity,





- (3) Threatening or attempting to engage in any of the conduct described in clauses 3.1 or 3.2 also constitutes sexual harm.

### 3.3 Consent

- (1) A person consents to a sexual activity if they freely and voluntarily agree to it at the time it occurs.
- (2) A person does not consent to a sexual activity if:
- (a) they do not say or do anything to communicate consent;
  - (b) they do not have the capacity to consent;
  - (c) they are:
    - (i) asleep or unconscious;
    - (ii) so affected by alcohol or another drug as to be incapable of consenting;
    - (iii) forced, intimidated, coerced, blackmailed or threatened, including when they are afraid of harm to themselves or someone else;
    - (iv) overborne by the abuse of a relationship of authority, trust or dependence;
    - (v) mistaken about the identity of the other person;
    - (vi) mistaken about the nature of the sexual activity;
    - (vii) tricked into doing something they do not want to do;
    - (viii) detained or held against their will;
    - (ix) under 16 years of age; or
    - (x) under 18 years of age and the other person is an employee or affiliate.
- (3) A person may withdraw their consent at any time before or during a sexual activity, for any reason.
- (a) They may communicate this by words or actions.
  - (b) Not saying “no” to, or not physically resisting, a sexual activity does not of itself constitute consent.
- (4) Sexual activity that occurs after consent has been withdrawn is non-consensual.
- (5) Consenting to a particular sexual activity does not of itself constitute consent to any other sexual activity.
- Note:** For example, a person who consents to a sexual activity using a condom is not taken to consent to a sexual activity without using a condom.
- (6) A person who consents to a sexual activity with another is not, without further consent, considered to have consented to:
- (a) sexual activity with that person on another occasion; or
  - (b) sexual activity with any other person on any occasion.



### 3.4 Gender-based violence

- (1) Gender-based violence is:
  - (a) any form of physical or non-physical violence, harassment, abuse or threats;
  - (b) based on gender;
  - (c) that results in, or is likely to result in, any of:
    - (i) harm;
    - (ii) coercion;
    - (iii) control;
    - (iv) fear;
    - (v) deprivation of liberty; or
    - (vi) deprivation of autonomy.
- (2) Violence is based on gender if it is perpetrated because of a person's
  - (a) sex;
  - (b) gender; or
  - (c) gender identity.
- (3) Gender-based violence includes:
  - (a) sexual harm;
  - (b) stalking;
  - (c) family and domestic violence;
  - (d) coercive control; and
  - (e) modern slavery.

**Note:** See definitions in [Part 11](#). Behaviour of the kind described in this clause may also be a crime. See Division 6A of the [Crimes Act 1900 \(NSW\)](#); the [Crimes \(Domestic and Personal Violence\) Act 2007 \(NSW\)](#) and the [Modern Slavery Act 2018 \(NSW\)](#).
- (4) Gender-based violence can happen in many ways. These include:
  - (a) in person; or
  - (b) through electronic communications or use of other technology.



## Part 4 Prevention

### 4.1 Ethical bystander intervention

- (1) We encourage and value safe and reasonable ethical bystander intervention to prevent or stop sexual harm and gender-based violence.
- (2) Safe intervention involves:
  - (a) noticing the situation, i.e. paying attention to what is going on nearby;
  - (b) deciding if it is a problem:
    - (i) investigating whether someone might need help; and
    - (ii) checking with people around if unsure;
  - (c) accepting responsibility to take action, i.e. not assuming someone else will do something;
  - (d) planning to step in:
    - (i) indirectly or directly confronting the issue;
    - (ii) without being aggressive or putting oneself or others in danger; and
  - (e) if there is an immediate danger to anyone's safety, calling:
    - (i) emergency services on 000 (triple zero); or
    - (ii) University Protective Services on 02 9351 3333.

### 4.2 Safe environments

- (1) Prospective employees must declare whether they have previously been:
  - (a) investigated for an allegation of sexual harm or gender-based violence; or
  - (b) determined by a previous employer or in a legal process to have committed sexual harm or gender-based violence.
- (2) When deciding if a person is suitable for employment the hiring manager must consider:
  - (a) any information provided under clause 4.2(1); and
  - (b) any resulting risks.
- (3) When deciding if an employee is suitable for promotion, recognition or reward, managers must consider any finding by the University that they have committed sexual harm or gender-based violence in the course of their employment.
- (4) Employees must declare any existing or previous intimate personal relationship with:
  - (a) another employee: if one of them has, or is likely to have, any supervisory, oversight or decision-making responsibilities in relation to the other;
  - (b) a student: if the employee has, or is likely to have, any decision-making responsibilities in relation to the student.

**Note:** This includes academic or administrative decisions.



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

- (5) If an employee provides information under clause 4.2(4), their manager must implement an appropriate conflict management plan.

**Note:** See the [Staff and Affiliates Code of Conduct](#), and the [Higher Degree by Research Supervision Policy](#). Information about [declaring](#) and [managing](#) personal relations is available on the [staff intranet](#).

- (6) All current and prospective staff must comply with the University's [Working with Children and Vulnerable Adults Policy](#).

### 4.3 Safe student accommodation

- (1) Student accommodation staff must declare whether they have previously been:
  - (a) investigated for an allegation of sexual harm or gender-based violence; or
  - (b) determined by a previous employer or in a legal process to have committed sexual harm or gender-based violence.
- (2) When deciding if a person is suitable for a position, managers must consider:
  - (a) any information provided under clause 4.3(1); and
  - (b) any resulting risks.
- (3) When deciding if a person is suitable for promotion, recognition or reward, managers must consider any finding by the University (or other employer) that they have committed gender-based violence in the course of their employment.
- (4) Student accommodation staff must declare any existing or previous intimate personal relationship with a resident.
- (5) If a person provides information under clause 4.3(4), their manager must implement an appropriate conflict management plan.

### 4.4 Prevention education and training

- (1) The Deputy Vice-Chancellor (Education and Students) and Chief Human Resources Officer:
  - (a) must establish educational and training programs on preventing sexual harm and gender-based violence; and
  - (b) may set conditions for completing these programs. Conditions may include exemptions on compassionate grounds.
- (2) The content and delivery of these programs must be:
  - (a) evidence based;
  - (b) trauma informed; and
  - (c) tailored to relevant community contexts.
- (3) When setting up these programs the Deputy Vice-Chancellor (Education & Students) and Chief Human Resources Officer must consult with members of the University community, including:
  - (a) students;



- (b) staff;
  - (c) people who have experienced sexual harm and gender-based violence; and
  - (d) groups who are disproportionately affected by sexual harm and gender-based violence.
- (4) Unless an exemption has been granted, the following groups must complete University training on sexual harm and gender-based violence:
  - (a) the University leadership;
  - (b) students;
  - (c) staff;
  - (d) affiliates;
  - (e) student accommodation residents;
  - (f) student accommodation staff;
  - (g) any other staff member whose role is connected to student accommodation.

## 4.5 Prevention initiatives

- (1) We will disseminate and promote evidence-based prevention communication and initiatives across our study, work, living and social environments.

## 4.6 Monitoring and evaluation

- (1) The Deputy Vice-Chancellor (Education and Students) and the Chief Human Resources Officer will monitor and evaluate the effectiveness of our prevention:
  - (a) education and training; and
  - (b) communication and initiatives.
- (2) We will use the results of our monitoring and evaluation to inform and improve our prevention initiatives and education and training programs.



## Part 5 Reporting

### 5.1 Reporting methods

- (1) A person may report sexual harm or gender-based violence:
  - (a) that they have experienced; or
  - (b) that they have witnessed.
- (2) Reports are made by making one or both of a disclosure or a complaint.

### 5.2 Disclosures

- (1) A person makes a disclosure when they share information about sexual harm or gender-based violence with the University.
- (2) The purpose of a disclosure is to seek trauma-informed support.
- (3) A person who has experienced or witnessed sexual harm or gender-based violence:
  - (a) has a right to decide if they want to make a disclosure, or not;
  - (b) can choose to disclose anonymously using the online form on the ['Sexual Harm and Gender-based Violence' web page](#); and
  - (c) may later make a complaint about the same incident, as provided in this Part.

**Note:** A bystander may make a disclosure but not a complaint about sexual harm or gender-based violence that they have witnessed. See the *Student Sexual Harm and Gender-based Violence Response Procedures* and *Staff Sexual Harm and Gender-based Violence Response Procedures*.

- (4) We will not investigate a disclosure unless:
  - (a) required to do so by law or regulation;
  - (b) there is an apparent risk to the health or safety of any person; or
  - (c) if the disclosure is made by a bystander, we can conduct an investigation appropriately without involving the person who experienced the alleged conduct.
- (5) We will seek and consider the views of the person who made the disclosure before starting an investigation.

### 5.3 Complaints

- (1) A person makes a complaint if they ask the University to take action in response to a report of sexual harm or gender-based violence.
- (2) The purpose of a complaint is to:
  - (a) seek trauma-informed support; and
  - (b) explore options for addressing or resolving the alleged sexual harm or gender-based violence.
- (3) A person who has experienced sexual harm or gender-based violence:
  - (a) has a right to decide if they want to make a complaint, or not; and



- (b) can choose to complain anonymously through the online form on the University's ['Sexual Harm and Gender-based Violence' web page](#);
- (4) A person may only make a complaint about sexual harm or gender-based violence experienced by someone else if:
  - (a) the complainant is a student;
  - (b) they have the consent of the complainant; and
  - (c) they are:
    - (i) a student caseworker; or
    - (ii) a Safer Communities staff member.
- (5) A person may obtain assistance in making a complaint:
  - (a) for students, from:
    - (i) a [Safer Communities Office](#) staff member;
    - (ii) a student caseworker;
  - (b) for all, from:
    - (i) a counsellor; or
    - (ii) a support person.

**Note:** See the *Student Sexual Harm and Gender-Based Violence Response Procedures* and the *Staff Sexual Harm and Gender-based Violence Response Procedures*.
- (6) A complainant does not have to specify what action they want us to take.
  - (a) If they request specific action we will:
    - (i) consider the request and the impact that our decisions may have on them; and
    - (ii) prioritise the safety and wellbeing of the complainant and of other students, staff and affiliates.



## Part 6 Response

### 6.1 Procedures

- (1) We will manage disclosures and complaints consistently with this Policy.
- (2) More detailed information is set out in the:
  - (a) *Student Sexual Harm and Gender-based Violence Response Procedures*;
  - (b) *Staff Sexual Harm and Gender-based Violence Response Procedures*.
- (3) We will inform the person who reported the conduct ('the **reporter**') before acting under the relevant Procedures.

### 6.2 Support for reporters

- (1) We encourage people who have experienced or witnessed sexual harm or gender-based violence to seek assistance and support.
- (2) This is available from:
  - (a) a trusted staff member or colleague;
  - (b) the [Safer Communities Office](#);
  - (c) Staff Health Support Services; or
  - (d) the Employee Assistance Program;
  - (e) [Student Wellbeing](#).

**Note:** Further information about support is set out in the Procedures.

- (3) We will support reporters by:
  - (a) responding in a compassionate, empathetic and trauma-informed way;
  - (b) explaining available support services;
  - (c) referring them to emergency assistance and external support services;
  - (d) providing culturally safe, trauma-informed support and assistance;
  - (e) helping them to understand their options and make informed decisions;
  - (f) providing guidance about how to make a:
    - (i) complaint; or
    - (ii) report to the Police; and
  - (g) providing wellbeing and academic support for students, which may include reasonable adjustments and special consideration; and

**Note:** For further information see the [Health and Wellbeing web page](#), the [Inclusion and Disability web page](#) and the [Special Consideration and Arrangements web page](#).

- (4) working with them to develop a tailored support plan.

**Note:** For more information see *Student Sexual Harm and Gender-Based Violence Response Procedures* and the *Staff Sexual Harm and Gender-based Violence Response Procedures*.





## 6.3 Support for respondents

- (1) We encourage people who are the subject of a report (**‘respondents’**) to seek assistance and support.
- (2) This is available from:
  - (a) a trusted staff member or colleague;
  - (b) Staff Health Support Services; or
  - (c) the Employee Assistance Program;
  - (d) [Student Wellbeing](#).

**Note:** Further information about support is set out in the Procedures.

- (3) We will support respondents by:
  - (a) explaining available support services;
  - (b) providing culturally safe, trauma-informed support and assistance; and
  - (c) working with them to develop a tailored support plan.

**Note:** For more information see the *Student Sexual Harm and Gender-Based Violence Response Procedures* and the *Staff Sexual Harm and Gender-based Violence Response Procedures*.

- (4) The person assigned to work with a respondent must not be the same person assigned to work with the reporter.

## 6.4 Response education and training

- (1) The Deputy Vice-Chancellor (Education and Students) and Chief Human Resources Officer:
  - (a) must establish educational and training programs on responding to disclosures;
  - (b) may set conditions for completing this education and training. Conditions may include exemptions on compassionate grounds.
- (2) These programs must:
  - (a) teach participants how to take a trauma-informed and person-centred approach;
  - (b) increase participants’ awareness of the effects of trauma;
  - (c) take account of the needs of all members of our community, particularly those disproportionately affected by sexual harm and gender-based violence; and
  - (d) be designed to safely manage any disclosures that might arise during them.
- (3) Unless an exemption has been granted, the following groups must complete University training on responding to disclosures:
  - (a) the University leadership;
  - (b) students in leadership positions;
  - (c) staff;



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

- (d) affiliates;
- (e) student accommodation staff;
- (f) student accommodation residents;
- (g) any other staff member whose role is connected to student accommodation;
- (4) This training must be completed:
  - (a) as part of their onboarding process; and
  - (b) at least annually.

## 6.5 Monitoring and evaluation

- (1) The Deputy Vice-Chancellor (Education and Students) and the Chief Human Resources Officer will monitor and evaluate the effectiveness of our support services at least once every 3 years.
  - (a) We will use the results to inform and improve service delivery.
  - (b) We will consider our health and safety obligations when deciding about changes to our support services.
- (2) The Deputy Vice-Chancellor (Education and Students) and the Chief Human Resources Officer will monitor and evaluate the effectiveness of our response education and training.
  - (a) We will use the results to inform and improve future programs.



## Part 7 Managing disclosures and complaints

### 7.1 Interim measures

- (1) To minimise the potential for harm to any person, the University may take interim measures against a person. We may do so in response to:
  - (a) a disclosure or complaint of sexual harm or gender-based violence, pending criminal investigation and hearing;
  - (b) a complaint of sexual harm or gender-based violence, pending:
    - (i) investigation or resolution of the complaint; or
    - (ii) the conclusion of an internal disciplinary process; or
  - (c) an interim or final Apprehended Violence Order.

**Note:** For further information see the *Student Sexual Harm and Gender-based Violence Response Procedures* and the *Staff Sexual Harm and Gender-based Violence Response Procedures*.
- (2) We will consult the reporter and consider their views before deciding to take interim measures.
- (3) Interim measures should not be interpreted as anticipating or revealing the outcome of any University or criminal investigation process.
- (4) As an interim measure we may:
  - (a) revoke a person's permission to enter or remain on specified parts of the University's lands;
  - (b) restrict a person's access to specified buildings, facilities or accommodation;
  - (c) prohibit a student, staff member or affiliate from communicating with or approaching another person;
    - (i) This includes by social media, email, letter or through a third party; or
  - (d) relocate a resident to alternative student accommodation.
- (5) Interim measures must be:
  - (a) taken on a case-by-case basis;
  - (b) imposed for a fixed period of time; and
  - (c) reasonable and proportionate in the circumstances.
- (6) Interim measures may be applied:
  - (a) immediately;
  - (b) for the period we consider necessary; and
  - (c) on the terms we consider necessary.
- (7) When deciding whether to impose interim measures:
  - (a) we are not required to provide a hearing; and
  - (b) may inform ourselves in any manner that we think fit.



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

- (8) Interim measures will continue to apply until they:
  - (a) are revoked or varied; or
  - (b) expire in accordance with their terms.
- (9) The University must notify a person subject to interim measures within 24 hours of their being imposed.
 

**Note:** For information about what the notice must contain see the *Student Sexual Harm and Gender-based Violence Response Procedures* and the *Staff Sexual Harm and Gender-based Violence Response Procedures*.
- (10) A student, staff member or affiliate who is subject to interim measures may seek an internal review by applying to:
  - (a) the Deputy Vice-Chancellor (Education and Students), for students; or
  - (b) the Chief Human Resources Officer, for staff and others.

**Note:** For information about how to apply, see the *Student Sexual Harm and Gender-based Violence Response Procedures* and the *Staff Sexual Harm and Gender-based Violence Response Procedures*.
- (11) Nothing in this Policy or the Procedures affects the power of:
  - (a) the Registrar, to suspend a student under the [University of Sydney \(Student Discipline\) Rule](#);
  - (b) the Director, CET or nominee to suspend a CET student under the [Centre for English Teaching – Student Discipline Provisions](#);
  - (c) the delegate to suspend a staff member in accordance with the [Agreement](#); or
  - (d) Protective Services staff to revoke a person's permission to be on University lands, under the [Campus Access Policy](#).

## 7.2 Risk assessments

- (1) We will:
  - (a) undertake a risk assessment in response to all reports; and
  - (b) manage and monitor any identified risks on an ongoing basis.

## 7.3 No victimisation

- (1) A person must not subject another person to detrimental action because they have:
  - (a) made a report;
  - (b) provided information about a report;
  - (c) supported a person who has made a report; or
  - (d) engaged in safe ethical bystander intervention.

## 7.4 Trauma-informed and procedurally fair processes

- (1) We will resolve complaints of sexual harm and gender-based violence:
  - (a) in a safe, person-centred and trauma-informed way; and



- (b) consistently with procedural fairness.
- (2) Complainants and respondents:
  - (a) will have a reasonable opportunity to:
    - (i) respond to a complaint orally and in writing; and
    - (ii) provide any relevant documents;
  - (b) may be accompanied to any meeting by a support person;
  - (c) will not be required to:
    - (i) provide physical evidence; or
    - (ii) meet with each other, without their prior informed consent; or
    - (iii) take part in any activity with one other, without their prior informed consent.

## 7.5 Complaints about non-University related conduct

- (1) If a complaint is about conduct that has no connection to the University other than that the respondent is a student, staff member or affiliate, we:
  - (a) will consider the safety and wellbeing of students, staff and affiliates when responding;
  - (b) may not be able to take action against the respondent; and
  - (c) may refer the reporter to an external agency for resolution.

## 7.6 Complaints about people over whom the University has no authority

- (1) Sometimes complaints are made about people over whom the University has no authority. These include:
  - (a) former students, staff members or affiliates; and
  - (b) visitors.
- (2) In such cases:
  - (a) we may:
    - (i) revoke the person's permission to be on University lands under the [Campus Access Policy](#);
    - (ii) seek help from another organisation, and release information about the complaint to it; or
    - (iii) refer the complaint to an external agency for resolution;and
  - (b) we will:
    - (i) inform the complainant before releasing information or making a referral; and
    - (ii) support the complainant during any external complaints process.



## 7.7 Anonymous reports

- (1) We can only act on anonymous reports if:
  - (a) the respondent does not need to know the reporter's identity to properly respond; or
  - (b) there is independent evidence supporting the report which allows the allegation to be tested fairly.
- (2) We cannot act on complaints that do not provide information about the respondent. These complaints will be treated as disclosures.

## 7.8 Confidentiality

- (1) Except as provided in this Policy, we will keep all information relating to a report confidential, unless the reporter consents to:
  - (a) disclosing part or all of it;
  - (b) for a specified purpose.
- (2) We may disclose information about a report if:
  - (a) required to do so by law or regulation; or
  - (b) there is an apparent risk to the health or safety of any person.
- (3) Apparent risks to health and safety may include circumstances where:
  - (a) the same respondent is named in multiple separate reports by different people;
  - (b) the respondent is employed or engaged by:
    - (i) an affiliated organisation, including a student representative organisation, student club or student society;
    - (ii) a student accommodation provider;
    - (iii) an affiliated student accommodation provider, including a Residential College; or
    - (iv) a placement provider.
- (4) If a current or former student makes a complaint about conduct related to:
  - (a) a student accommodation provider;
  - (b) an affiliated student accommodation provider, including a Residential College;
  - (c) a facility or event run by, or affiliated with, a student representative organisation, student club or student society; or
  - (d) a student placement;

we may liaise with, seek assistance from or disclose information to the relevant organisation in order to manage and resolve the complaint.
- (5) Where possible, we will inform the reporter before disclosing information.



- (6) Except as provided in this clause, complainants and respondents must keep confidential:
- (a) the fact that a complaint has been made;
  - (b) the identities of:
    - (i) the complainant;
    - (ii) the respondent; and
    - (iii) participants in the resolution or investigation of a complaint;
  - (c) information provided or collected during the resolution or investigation of a complaint;
  - (d) any interim measures imposed;  
**Note:** See [clause 7.1](#)
  - (e) any report, outcome or determination of a complaint.
- (7) Complainants and respondents may disclose the information described in [clause 7.8\(6\)](#) to obtain support or advice from:
- (a) a support person, representative or personal adviser who agrees to maintain confidentiality;
  - (b) a qualified counsellor or psychologist;
  - (c) a union representative, student caseworker or lawyer;
  - (d) the Police;
  - (e) [Anti-Discrimination NSW](#);
  - (f) [Australian Human Rights Commission](#);
  - (g) [National Student Ombudsman](#); or
  - (h) [Fair Work Commission](#).
- (8) A complainant whose complaint has been wholly or partially substantiated:
- (a) by a court; or
  - (b) by the University, after an investigation conducted under the relevant internal disciplinary process;
- may disclose:
- (c) the identity of the complainant and the respondent;
  - (d) any information provided by the complainant that relates to the substantiated parts of the complaint; and
  - (e) outcomes related to the substantiated parts of the complaint.
- (9) A complainant whose complaint is unable to be resolved because the respondent:
- (a) has not cooperated;
  - (b) has left the University; or
  - (c) is a person over whom the University has no authority;



may disclose:

- (d) the identity of the complainant and the respondent; and
- (e) any information provided by the complainant to the University.

**Note:** Complainants should seek advice on the risks of defamation and other legal claims before doing so.

## 7.9 Non-disclosure agreements

- (1) We will not use non-disclosure agreements, unless requested by a reporter.
  - (a) A non-disclosure agreement must not:
    - (i) stop the reporter from obtaining support or advice about sexual harm or gender-based violence; or
    - (ii) prevent us from meeting our requirements under the National Higher Education Code to Prevent and Respond to Gender-based Violence.
- (2) We will not agree to non-disparagement clauses that could have the effect of requiring the reporter to keep their experience of sexual harm or gender-based violence confidential.

## 7.10 Reports to the Police

- (1) A person who has experienced sexual harm or gender-based violence has a right to decide if they want to make a report to the Police, or not.
  - (a) They may decide to report to either, both or neither of the University and the Police. This includes deciding:
    - (i) to make a disclosure or complaint to the University, but not to the Police; or
    - (ii) to make a report to the Police, but not to the University.
- (2) An actual or potential report to the Police will not necessarily prevent us from responding to a report of sexual harm or gender-based violence. However, we may postpone or suspend any internal University process until the criminal process is complete.
- (3) When deciding whether to postpone or suspend an internal University process we will consult the Police and the complainant. We will consider:
  - (a) the potential for our process to impede or contaminate the criminal process, and vice versa;
  - (b) the potential for adverse impacts on the rights of either or both the complainant or the respondent; and
  - (c) whether postponing or suspending would present a risk to the health or safety of any person.
- (4) We may decide to commence or continue an internal University process after a criminal process is complete.





Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

- (a) In doing so we are not bound by any decision of the Police, the Office of the Director of Public Prosecutions or a court.

**Note:** The purpose of a University investigation is to determine whether there has been a breach of University policy, not whether a criminal offence has been committed. The standard of proof required in University investigations is a lower one than the standard required in criminal matters.

- (5) Sections 316 and 316A of the [Crimes Act 1900 \(NSW\)](#) require us to report information about the commission of a 'serious indictable offence' to the Police or other appropriate authority.

**Note:** A 'serious indictable offence' is an offence that is punishable by imprisonment for 5 years or more, such as sexual assault or sexual touching.

- (a) If a reporter does not want information about an incident of sexual harm or gender-based violence to be reported, we will use our best efforts to keep information relating to their report confidential, while meeting our legal obligations.
- (b) In some limited circumstances, we may need to report an incident of sexual harm or gender-based violence to the Police or other appropriate authority against a person's wishes:
  - (i) to ensure their safety or others' safety; or
  - (ii) to meet our legal obligations.
- (6) We will inform the reporter:
  - (a) before reporting an incident of sexual harm and gender-based violence to the Police or other authority; and
  - (b) after the report, of what information has been communicated.



## Part 8 Data collection and reporting

### 8.1 Purpose

- (1) We will collect:
  - (a) process data on implementation of this Policy, the Procedures and related plans and activities;
  - (b) de-identified data on incidents of sexual harm and gender-based violence; and
  - (c) de-identified demographic data about:
    - (i) reporters and respondents; and
    - (ii) for students, enrolment and related information.
- (2) We will collect this data to:
  - (a) better understand the:
    - (i) nature and prevalence of sexual harm and gender-based violence; and
    - (ii) systemic and cultural barriers to preventing and responding to it, including in particular communities or settings;
  - (b) analyse trends;
  - (c) identify the needs of different groups in our community;
  - (d) measure our progress in preventing and responding to sexual harm and gender-based violence;
  - (e) evaluate and inform the design and review of our:
    - (i) policies;
    - (ii) procedures;
    - (iii) prevention and response plans;
    - (iv) education and training programs; and
    - (v) prevention communication and initiatives; and
  - (f) meet our obligations under the *National Higher Education Code to Prevent and Respond to Gender-based Violence*.
- (3) The University will report annually to the Department of Education about the data collected and the insights obtained.
- (4) The Deputy Vice-Chancellor (Education and Students) and the Chief Human Resources Officer are responsible for coordinating the annual report.

### 8.2 Data management

- (1) We will:
  - (a) collect data in a safe, trauma-informed and person-centred way;
  - (b) hold and handle data securely;

**Note:** See the [Recordkeeping Policy](#)



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

- (c) report data in a de-identified way, to;
  - (i) prevent identification of reporters, or specific disclosures or complaints; and
  - (ii) comply with our privacy obligations.

**Note:** See [Privacy Policy](#), [Privacy Procedures](#) and the [Privacy and Personal Information Protection Act 1998 \(NSW\)](#).

- (2) We will only provide access to information about a disclosure or complaint:
  - (a) to University employees and consultants;
  - (b) who need it to carry out their responsibilities under this Policy and the Procedures.

draft



## Part 9 Transactional sex and fraternisation

### 9.1 Prohibition in some circumstances

- (1) This clause applies to employees when they are carrying out duties directly related to delivering programs or research funded by the Commonwealth Department of Foreign Affairs and Trade (DFAT).
  - (a) Relevant programs include:
    - (i) the Australia Awards Scholarship Program; and
    - (ii) the New Colombo Plan Mobility Program.
- (2) These employees must not engage in:
  - (a) transactional sex; or
  - (b) fraternisation;while carrying out relevant duties.
- (3) Transactional sex means the exchange of money, employment, goods or services for sex, or sexual favours.
- (4) Fraternisation means any personal relationship that:
  - (a) has not been declared; and
  - (b) involves, or appears to involve, partiality, preferential treatment or improper use of rank or position. This includes:
    - (i) voluntary sexual behaviour;
    - (ii) a close relationship involving public displays of affection or private intimacy; and
    - (iii) the public expression of intimate relations.
- (5) A declared relationship is one that is the subject of an external interests declaration and an approved management plan under the [\*External Interests Policy\*](#).

**Note:** For additional information on relationships between staff and students, see the [\*Staff and Affiliates Code of Conduct\*](#) and the [\*Higher Degree by Research Supervision Policy\*](#).



## Part 10 Roles and responsibilities

### 10.1 University leadership

- (1) promote and champion a culture where sexual harm and gender-based violence is not tolerated;
- (2) encourage people to report sexual harm and gender-based violence;
- (3) complete training on preventing sexual harm and gender-based violence and responding to disclosures; and
- (4) contribute to the monitoring and evaluation of prevention and response education and training programs and initiatives.

### 10.2 Deputy Vice-Chancellor (Education and Students)

- (1) establishes educational and training programs on:
  - (a) preventing sexual harm and gender-based violence;
  - (b) responding to disclosures;
- (2) consults with members of the University community in developing required educational and training programs;
- (3) may set conditions for completing required educational and training programs;
- (4) monitors and evaluates the effectiveness of:
  - (a) educational and training programs; and
  - (b) prevention initiatives and communications;
- (5) decides reviews of interim measures imposed on students; and
- (6) coordinates the annual report.

### 10.3 Chief Human Resources Officer

- (1) establishes educational and training programs on:
  - (a) preventing sexual harm and gender-based violence;
  - (b) responding to disclosures;
- (2) consults with members of the University community in developing required educational and training programs;
- (3) may set conditions for completing required educational and training programs;
- (4) monitors and evaluates the effectiveness of:
  - (a) educational and training programs; and
  - (b) prevention initiatives and communications;



- (5) decides reviews of interim measures imposed on staff, and others who are not students; and
- (6) coordinates the annual report.

## 10.4 Safer Communities Office

- (1) respond to disclosures and complaints of sexual harm and gender-based violence in a compassionate, empathetic and trauma-informed way;
- (2) support and assist people who have experienced or witnessed sexual harm or gender-based violence;
- (3) assist students, staff, affiliates and others to make reports.

## 10.5 Student Wellbeing

- (1) support and assist students who have experienced or witnessed sexual harm or gender-based violence; and
- (2) support and assist students who are respondents to reports of sexual harm or gender-based violence.

## 10.6 Managers

- (1) promote and champion a culture where sexual harm and gender-based violence is not tolerated;
- (2) encourage people to report sexual harm and gender-based violence;
- (3) complete training on preventing sexual harm and gender-based violence and responding to disclosures;
- (4) when hiring, consider any pre-employment declaration made by a prospective employee;
- (5) consider information about previous allegations of sexual harm or gender-based violence when deciding if a person is suitable for:
  - (a) employment;
  - (b) promotion;
  - (c) recognition or other reward; and
- (6) implement appropriate management plans for staff who have a current or prior personal relationship with:
  - (a) another employee; or
  - (b) a student.

## 10.7 Staff and affiliates

- (1) promote and champion a culture where sexual harm and gender-based violence is not tolerated;
- (2) encourage people to report sexual harm and gender-based violence;



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

- (3) complete training on preventing sexual harm and gender-based violence and responding to disclosures;
- (4) if employees, inform managers of current or previous personal relationships with:
  - (a) other employees; or
  - (b) students;
- (5) if employees, comply with management plans implemented to manage personal relationships;

## 10.8 Student accommodation staff

- (1) promote and champion a culture where sexual harm and gender-based violence is not tolerated;
- (2) encourage people to report sexual harm and gender-based violence;
- (3) complete training on preventing sexual harm and gender-based violence and responding to disclosures;
- (4) inform managers of current or previous personal relationships with:
  - (a) other employees; or
  - (b) students; and
- (5) comply with management plans implemented to manage personal relationships.

## 10.9 Students

- (1) foster a study, work, living and social environment free from sexual harm and gender-based violence;
- (2) complete training on preventing sexual harm and gender-based violence; and
- (3) when in leadership positions, complete training on responding to disclosures.



Contents



Purpose and application



Requirements



Roles and responsibilities



Definitions

## Part 11 Definitions

(1) In this Policy a reference to 'we', 'our' or 'us' means the University.

### **affiliate**

as set out in the [Staff and Affiliates Code of Conduct](#):

means a person appointed or engaged by the University to perform duties or functions on its behalf, including but not limited to:

- an honorary title holder engaged under the [Honorary Titles Policy](#);
- a consultant or contractor to the University; and
- an office holder in a University entity, a member of any University committee, board or foundation

An affiliate is not an employee of the University.

### **affiliated organisation**

an organisation that uses the University's intellectual property in its name, marketing, recruitment or governance documents, including:

- student representative organisations;
- student clubs and societies; and
- Taylor's College.

### **affiliated student accommodation provider**

an accommodation provider affiliated with the University, including by:

- any statute, constitution or legal instrument that governs or regulates the University;
- having a service agreement or other agreement with the University;
- operating on the University's lands;
- being authorised to use our intellectual property in its recruitment or marketing materials or on its website;
- being listed on our website as 'student accommodation'; or
- being promoted by us in our recruitment or marketing material.

### **Agreement**

the [University of Sydney Enterprise Agreement 2023-2026](#) or any successor agreement.

### **Apprehended Violence Order**

an ADVO (Apprehended Domestic Violence Order) or an APVO (Apprehended Personal Violence Order) made by a court.





Contents



Purpose and application



Requirements



Roles and responsibilities



Definitions

**coercive control**

repeated patterns of physical or non-physical abuse intended to hurt, scare, intimidate, threaten or control a person within a family or intimate relationship

**complaint**

as set out in clause 5.3.

**delegate**

**for individuals covered by the Agreement:**

the holder of an office to which authority has been:

- delegated by the University Senate in relation to the management of matters pertaining to staff employment, performance and/or conduct; or
- delegated under a University policy or Code of Conduct.

**for others:**

the holder of the appropriate delegated authority under the University of Sydney (Delegations of Authority) Rule.

**disclosure**

as set out in clause 5.2.

**employee**

an employee of the University, including a continuing, fixed-term or casual employee.

**Employee Assistance Program**

confidential psychological services for employees and (for the purposes of this Policy only) affiliates, funded by the University and provided by an independent external provider.

**ethical bystander**

a person who witnesses an event that is disrespectful or harmful and chooses to intervene in a way that is safe and effective.

**family and domestic violence**

behaviour that causes physical, emotional or psychological harm to a person within a family or intimate relationship.

**modern slavery**

a situation where coercion, threats or deception are used to exploit people and undermine or deprive them of their freed.

**Note:** See the Modern Slavery Policy.

**non-disclosure agreement**

an agreement, including a deed of release or settlement agreement, that requires particular details to be kept confidential as part of reaching a settlement.

**non-disparagement clause**

a clause in an agreement that requires the parties not to say things about each other that are critical, dismissive or disrespectful.



Contents



Purpose and application



Requirements



Roles and responsibilities



Definitions

**oral sex**

insertion of the penis into the mouth of another person, or use of the tongue or lips on the vagina, penis, scrotum or anus of another person, without their consent.

**person-centred**

an approach that places the needs and preferences of reporters at the centre of decisions made in response to their report.

**placement provider**

an organisation that provides clinical, practicum, internship or work experience placements to students.

**Procedures**

as relevant, either or both of the:

- *Student Sexual Harm and Gender-based Violence Response Procedures*; and
- *Staff Sexual Harm and Gender-based Violence Response Procedures*.

**report**

a disclosure or complaint of sexual harm or gender-based violence.

**Residential College**

one or more of:

- Mandelbaum House;
- Sancta Sophia College;
- St Andrew's College;
- St John's College;
- St Paul's College;
- Wesley College;
- Women's College.

**Safer Communities Office**

the team of that name within the portfolio of the Deputy Vice-Chancellor (Education and Students).

**sexual activity**

any activity that a reasonable person, having regard to all the circumstances, would consider to be sexual.



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

---

### **sexual acts**

doing an act with or towards another person without their consent, or making another person do an unwanted act, in circumstances where a reasonable person would consider the act to be sexual. For example:

- a person showing another person their genitals or breasts ('flashing');
- a person sending another person an unwanted still or moving image of their own or someone else's genitals or breasts;
- making a person show another person their breasts, bottom or genitals;
- masturbating in front of another person; and
- pretending to masturbate in front of another person.

---

### **sexual assault**

the penetration to any extent of the genitals or anus of any person by:

- any part of the body of another person (including their fingers);
- or with any object manipulated by another person;

without the first person's consent.

---



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

---

### **sexual harassment**

occurs if a person:

- makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed; or
- engages in other unwelcome conduct of a sexual nature in relation to the person harassed;

in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.

It includes unwelcome:

- touching, hugging or kissing;
- staring or leering;
- sexual gestures;
- sexually suggestive comments or jokes;
- sexually explicit gifts;
- repeated or inappropriate invitations to go out or 'hook up';
- intrusive questions about a person's private life or physical appearance;
- requests or pressure for sexual intercourse, or to participate in other sexual activities;
- Sexual harassment also includes displaying, sending or requesting sexually explicit pictures or posters.

---

### **sexual touching**

kissing or touching a person's body without their consent, in circumstances where a reasonable person would consider the touching to be sexual.

---

### **stalking**

includes:

- following a person about;
- watching or approaching a person's home, business, work or social environments;
- monitoring or tracking a person's activities or movements, using technology or in another way;
- contacting or approaching a person using the internet or other technologically assisted means.

---

### **staff or staff member**

for the purpose of this Policy, has the same meaning as 'worker' under the [Work Health and Safety Act 2011 \(NSW\)](#).

---



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

---

**student**

a person who is:

- currently admitted to candidature in an award course at the University;
- a non-award student, exchange student or study abroad student at the University;
- a continuing education student;
- a student at the Centre for English Teaching; or
- a student at Taylor's College.

**Note:** For further information see the [Coursework Policy](#), and the [Continuing and Extra Curricular Education Policy](#).

---

**student accommodation staff**

pastoral care leaders, residential student advisers and equivalent, employed or engaged by the University or a student accommodation provider.

---

**student accommodation provider**

a provider of student accommodation that is not directly owned, managed or operated by the University but is under our control.

---

**student caseworker**

a designated employee of the Students' Representative Council (SRC) or Sydney University Postgraduate Representative Association (SUPRA).

---

**student club or student society**

a student association established under the [Student Associations Policy](#).

---

**student representative organisation**

as set out in clause 7(1) of the [Student Associations Policy](#), any of:

- Sydney University Postgraduate Representative Association (SUPRA);
- Sydney University Sport and Fitness Limited (SUSF);
- University of Sydney Students' Representative Council (SRC); and
- University of Sydney Union (USU).

---

**trauma-informed**

an approach that applies the core principles of safety (physical, psychological and emotional), trust, choice, collaboration and empowerment.

---



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

---

### University lands

as set out in the [\*Campus Access Policy\*](#):

includes any land or road occupied or used by, or in connection with, the University.

This includes:

- all or part of any building or structure; and
- any land used or occupied in connection with a building or structure

---

### University Executive

the senior management committee of that name convened by the Vice-Chancellor.

---

### University leadership

Fellows of Senate, the Vice-Chancellor and the University Executive.

---

### University related conduct

any conduct that is connected to the University, including conduct that:

- refers or relates to the University, its activities, or its staff, affiliates or students in their status as staff, affiliates or students of the University;
- occurs on, or in connection with, University lands or other property owned by the University;
- occurs at, or in connection with, a Residential College;
- occurs at or in connection with University owned or affiliated student accommodation;
- occurs using, or is facilitated by, University ICT resources or other University equipment;
- occurs during, or relates to, the performance of duties for the University;
- occurs during, or in connection to, any University related function or event (whether sanctioned or organised by the University or not) or when representing the University in any capacity;
- occurs during, or in connection to, any event run by or affiliated with student representative organisations, student clubs or student societies (whether sanctioned or organised by the University or not);
- occurs during, or in connection to, students' clinical, practicum, internship or work experience placements; or
- occurs while a University of Sydney student is participating in an overseas exchange, study abroad or other approved program.

---

### voyeurism

for the purpose of obtaining sexual arousal or sexual gratification, observing a person who is engaged in a private act.

---



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

## Part 12 Notes

### Rescissions and replacements

This document replaces the following, which are rescinded from the date this document commences:

- (1) *Student Sexual Misconduct Policy*, which commenced on 1 January 2024.
- (2) *Staff Sexual Misconduct Policy*, which commenced on 1 January 2024.

### [Insert title of policy and year]

|                   |  |
|-------------------|--|
| Date approved     | [date]   |
| Date commenced    | 1 January 2026   |
| Date for review   | 30 June 2026   |
| Approver          | Vice-Chancellor and President  |
| Owner(s)          | Deputy Vice-Chancellor (Education), Chief Human Resources Officer  |
| Date last amended | [only one date is to be entered in this field]   |
| Related documents | <a href="#">[body text hyperlink]</a><br><a href="#">[body text hyperlink]</a><br><a href="#">[body text hyperlink]</a><br><a href="#">[body text hyperlink]</a> |



Contents



Purpose and  
application



Requirements



Roles and  
responsibilities



Definitions

## Part 13 Amendment history

| Register<br>version | Approved by | Clause | Amendment | Amended |
|---------------------|-------------|--------|-----------|---------|
|                     |             |        |           |         |

draft