



2023

Annual Report

Gendered Violence Prevention & Response

1 January – 31 December 2023



UNSW
SYDNEY



About this report

UNSW is committed to preventing and responding to reports of gendered violence.

This is the fourth annual report on gendered violence prevention and response at UNSW.

The definitions used in this report are consistent with those used in the UNSW Gendered Violence Strategy and Action 2022-2025, with the glossary provided in Appendix 1.

This Report has been prepared by the **Safer Communities team at UNSW**.

Acknowledgment & content warning

We acknowledge the experiences of all survivors of gendered violence and thank those who have come forward to report. We know that for every act of gendered violence in any data presented, there is a real person affected.

This document includes overview and discussion of reports that were submitted through the Gendered Violence Portal in 2023. 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 listed on pages 37 - 40.

About Safer Communities

The Safer Communities team was established at the end of 2023. The Safer Communities team coordinates the University's efforts to prevent gendered violence and reduce psychosocial risk, address Respect@Work and promote staff wellbeing.

The Safer Communities team brings together staff within the Transformation, Planning and Assurance Division portfolio, working with organisational partners and stakeholders.

Safer Communities team initiatives focus on prevention, early intervention, and response.

Specifically, Safer Communities aims to:

- embed a holistic, person-centred approach to responding to any member of the University community who reports experiencing gendered violence, including sexual harassment or sexual assault, or other events impacting staff safety
- promote and support a 'no wrong door' approach to reporting incidents
- develop approaches to responding which are person-centred and trauma-informed
- develop whole-of-community awareness raising and education which prevents gendered violence and supports effective responding
- support the wellbeing of our University community through systemic action
- support efficient and effective organisational responses to legislative and regulatory recommendations and requirements
- The Safer Communities team comprises of professionals with specialised training and experience.

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, and present, and their communities, who have shared and their teachings over thousands of years.

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A message from the Vice-Chancellor and President

At UNSW, our goal is to create a welcoming and safe environment where everyone is respected and supported. Each person at UNSW has a responsibility to make our University a safe and welcoming place for everyone. Gendered violence behaviours have no place at our University.

No one can doubt the significant, negative effect of gendered violence. Gendered violence is now firmly on the public agenda with recent reporting in the media highlighting its impact and strengthening calls for broad cultural change. Universities have a unique opportunity to drive that change. As educators and employers, we can improve awareness, set expectations, and promote action to change behaviour and influence culture in workplaces and homes across Australia – and further afield – for years to come.

This annual report highlights the work undertaken at UNSW to drive change. We have refreshed governance structures and established the Safer Communities team to enhance the University's efforts in preventing gendered violence, managing psychosocial risk, promoting respect at work and staff wellbeing.

The work of the Safer Communities team is built upon three core pillars: early intervention, prevention and response. These foundations support UNSW's efforts to ensure a safe place for every member of our community and prioritise the wellbeing of our community.

The new SpeakUp Campaign, launched by the Conduct and Integrity Office, has been implemented to build awareness of what constitutes unacceptable behaviour, and develop a culture of reporting unacceptable behaviour. The campaign aims to encourage students and staff to speak up when they see or experience something that doesn't seem right, and to feel safe, listened to and supported when doing so.



This report also highlights other awareness and education campaigns at UNSW including 11 grants encouraging new ideas and initiatives from students and staff which drive progress towards a safer and more respectful campus, training modules for students and staff, bystander awareness workshops, as well as bespoke consent education at UNSW-owned colleges.

UNSW is committed to providing an environment where students and staff are valued and respected and can realise their full potential. While we have made progress, there is much more to do. We have had success in increasing ease and support for reporting and are now increasing our focus on tackling underlying issues.

We are committed to transparency and accountability in this work. Releasing an annual report is a key part of that commitment.

I present to you the 2023 Annual Report on Gendered Violence Prevention and 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

All students who join UNSW should expect a welcoming, respectful, and productive learning environment. Above all, they should expect to attend an institution where they feel safe from all forms of gendered violence and have access to convenient and effective reporting mechanisms if required. The Vice-Chancellor and UNSW leadership have taken considerable steps to exercise their duty of care in ensuring this safe space and means of reporting – and we are grateful for the steps they have taken in 2023 and years prior, whilst recognising the progress that there is yet to be made in 2024.

We commend the establishment of the Safer Communities team, which has brought together resources, expertise, and efforts from existing committees. This marked a year of significant steps forward, characterised by increased dialogue and engagement on issues of gendered violence. Awareness raising through events like Respect Week and the SEXtember Festival, and programs like the MATE Bystander workshop and Consent Education in UNSW Colleges have provided much needed avenues for conversation and education for staff and students. In continuing these conversations, we are encouraged by the allocation of Gendered Violence Grants to 11 student and staff led projects, bolstering the gendered violence strategy and action plan for 2023 – 2025.

We want to recognise that many different moving parts at UNSW have positively impacted actions in the Gendered Violence Strategy. The work invested into the SpeakUp project, reviewing our complaint management systems, will improve reporting, the complaints process, and the investigation into gendered violence matters. Additionally, work done in the UNSW Policy transformation project will benefit Gendered Violence Policy development through simplifying and reducing documentation. Without a shared awareness across university working groups, much of the progress made in the past year would not be possible.

It is this emphasis on increased awareness – awareness of both gendered violence and means of reporting acts of gendered violence – that has resulted in a more responsive and active UNSW community in 2023. With this, we are encouraged by the set priorities for 2024 – further establishing effective working groups, reviewing the action plan, increasing education, optimising the portal, and increasing awareness through communications – and are in strong belief this system will be a huge support.

Students, faculty, and staff come to university expecting a welcoming, respectful, and above all safe institution. UNSW's fulfilment of this expectation requires significant increases awareness, education and support all culminating in a shift in behaviour and culture. We are confident that the steps taken in 2023 are strong pillars to support this shift, and hope that future work in 2024 will align the institution to those expectations that this community deserves.

Arthy Mukunthan

Arc Chair (2023 - 2024)

Tony Le

PGC President

2023 at a glance



Leadership, Governance, Commitment and Resourcing

- The Gendered Violence Steering Committee was reviewed, and the decision was made to form the Safer Communities team in 2024.
- \$50,000 worth of grants allocated to support gendered violence prevention efforts.



Communication

- Senior leadership statement on prevention of gendered violence as a priority at UNSW.
- 1,000 A3 Snap frames and posters installed in bathrooms across campus featuring a gendered violence related message.
- Funding for the development of the SpeakUp campaign that aims to encourage reporting and allow students and staff to raise concerns about all forms of unacceptable behaviour.



Education

21,346 students responded to an ELISE quiz question related to gendered violence and 3038 students completed the gendered violence module.

3695 staff completed the sexual misconduct awareness and response module.

1772 students actively engaged in SEXtember events or workshops.



Transparency

4 Annual reports on Sexual misconduct/ gendered violence (2020, 2021, 2022, 2023)

75 reports indicated the incident occurred on a UNSW campus; this represents 42% of the total reports.

- 19 reports indicated that the incident occurred online, 7 reports referred to incidents that occurred on a UNSW platform online.
- An additional 19 reports (10.5%) documented an incident occurring off-campus connected to UNSW event or activity.
- One incident could result in several reports; around 151 individual incidents were reported in 2023, based on 180 reports.
- 22% of reports were categorised by the reporter as sexual assault, while another 22% were categorised as sexual harassment.
- 81% of affected individuals were reported to be students.
- 88% of incidents described as occurring in 12 months of being reported.
- 164 de-identified reports were received from UNSW Psychology and Wellness (in addition to the 180 portal reports).



Cultural Change

16 UNSW staff trained to deliver MATE Bystander workshop

11 gendered violence grants given by the Vice Chancellor's office to drive progress towards a safer and more respectful campus.

Background

Legal changes guiding our work

In December 2022, the Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 (Cth) came into effect. This Act:

- introduced a positive duty which requires employers and persons conducting a business or undertaking to take 'reasonable and proportionate measures' to eliminate certain behaviours as far as possible, including discrimination on the grounds of sex in a work context, sexual harassment in connection with work, sex-based harassment in connection with work, conduct creating a workplace environment that is hostile on the ground of sex, related acts of victimisation.
- is focused on workplace prevention efforts, in relation to workplace sex discrimination, sexual harassment, and other unlawful behaviour.

The positive duty requires organisations and businesses to take preventative action, regardless of whether a report is made. It was introduced based on a recommendation by the Australian Human Rights Commission in the Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces Report. This preventative approach aligns with other workplace protections, including work health and safety laws. Learn more about the positive duty [here](#).

In late 2022 both Queensland and New South Wales introduced [coercive control legislation](#). Coercive control will be a criminal offence in NSW from July 2024.

Psychosocial & WHS:

- Guidance on psychosocial risk was released in 2019 by Safe Work Australia and the Model Regulation was released in 2022.
- WHS approach is preventative with the focus on eliminating or minimising the risk of harm as far as reasonably practicable as well as responding to harm or injury.

Socio-Political

- UNSW Alumna Chanel Contos released her book 'Consent Laid Bare'.
- Media spotlight on Brittany Higgins.
- The national research organisation dedicated to women's safety, ANROWS, released the [Australian National Research Agenda \(ANRA\) to End Violence Against Women and Children 2023-2028](#).
- Grace Tame released her book at the end of 2022 - 'The Ninth Life of a Diamond Miner: A Memoir'.

University sector initiatives

- Government review of the higher education sector – Universities Accord.
 - Announced by Education Minister Jason Clare in Nov 2022.
 - Highlighted student safety and experience of sexual harassment and sexual assault an area for immediate attention.
 - A Commonwealth, State and Territory officials Working Group was established to develop reform options to improve university governance, including the safety of staff and students.
 - The Working Group developed the Draft Action Plan addressing gender-based violence in higher for consultation in November 2023 and it was approved on 23 February 2024. ([Action Plan Addressing Gender-based Violence in Higher Education - Department of Education, Australian Government](#))
- Universities Australia released the [Sexual Harm Response 2023 guidelines](#)
- Universities Australia introduced the [good practice guide](#) for Primary Prevention of Sexual Harm in the University Sector in July 2023

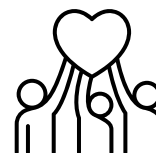
UNSW Strategy

This annual report is structured to be aligned with strategic priorities of the Stop. Empower. Support Gendered Violence Strategy and Action Plan 2022 – 2025.

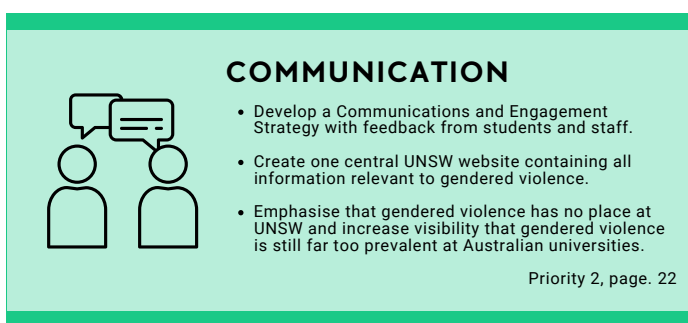


LEADERSHIP

- Establish a Steering Committee with student and staff representation to coordinate the Strategy and Action Plan.
- Review existing policies and develop a new UNSW Gendered Violence Policy.
- Expand the Reporting Portal to include reporting of Gendered Violence, and ensure that it is safe and effective, provides choice and understands that a help-seeker may be affected by trauma.



Priority 1, page. 20



COMMUNICATION



- Develop a Communications and Engagement Strategy with feedback from students and staff.
- Create one central UNSW website containing all information relevant to gendered violence.
- Emphasise that gendered violence has no place at UNSW and increase visibility that gendered violence is still far too prevalent at Australian universities.

Priority 2, page. 22

TRANSPERANCY

- Publicly report on prevention and response activities (including number of reports of incidents) by publishing the UNSW Gendered Violence Annual Report.
- Provide information and resources about gendered violence in relevant community languages.
- Evaluate prevention and response initiatives, and publish these reports on our website.



Priority 3, page. 24



EDUCATION

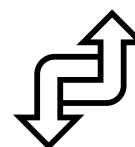


- Ensure there is a coordinated response to education, including mandatory gendered violence e-learning modules for students and staff.
- Ensure the community knows what gendered violence is, what reporting options are available and where to go for support.
- Work together with students on awareness raising activities such as **SEXtember**.

Priority 4, page. 26

CULTURAL CHANGE

- Act with integrity and model respectful behaviours at all levels, including creating champions in senior leadership.
- Respectful behaviours become the norm - we challenge harmful gendered norms, discrimination and victim blaming.
- Opportunities for students and staff to increase knowledge and skills in responding to disclosures of gendered violence in a safe, effective and empathetic way.



Priority 5, p. 28



Leadership, governance, commitment and resourcing

01

- The Vice Chancellor has taken a visible and committed stance in relation to preventing Gendered Violence and promoting expected behaviours through co-chairing the Steering Committee, and communication with staff and students.
- UNSW Operated Colleges have established a new Residential Wellbeing Officer position (RWO). The RWO role acts as a point of contact regarding a range of student issues, included gendered violence. The RWO discusses reporting and support options with students, provides initial counselling support and refers to appropriate services.
- Establishment of the Safer Communities team with additional resourcing and funding to bring together gendered violence, Respect@Work, psychosocial safety, and staff wellbeing.



- Recognising that culture change is long-term work, which requires whole of community action, 11 [GV Strategy Grants](#) were funded (from 37 applications) by the Vice Chancellors Office to drive progress towards a safer and more respectful campus. These student and staff led initiatives are projects that enhance leadership capabilities, improve communication about gendered violence, increase the transparency of reporting processes, educate, and inspire our community, and ultimately shift our culture.
- Additional funding granted for 16 UNSW staff to be trained to facilitate bystander workshops. These workshops will be rolled out in 2024 to staff and students. UNSW partnered with University of Technology Sydney (UTS) and 29 staff were trained in total across the two universities. Additional funding has been allocated to train more staff to deliver the workshops in 2024.
- Updating the previous Sexual Misconduct Policy to a Gendered Violence Policy at UNSW commenced in 2023, with a draft for community consultation in 2024.
- A physical safety app called SafeZone will be launched during T1 2024 for students and staff of UNSW. The App was selected as part of the physical safety stream recommendation in consultation with the gendered violence Steering committee. The key objective was to deliver an application that provided a mobile duress button, easy access to wellbeing services and the ability for tip reporting. The SafeZone App allows registered users to activate an emergency or first aid alert with the touch of a button that will quickly share their location and details with the University Security team who will make contact with the user and coordinate the appropriate response.
- Respect@Work Implementation Group, led by the Legal Office assessed current initiatives, identified areas for improvement, and aligned actions with the Respect@Work recommendations. Comprised from representatives from various departments across UNSW, the groups insights will contribute to the development of the Safer Communities Implementation Plan.
- UNSW college heads and community management meetings to engage/ connect with affiliated colleges and UNSW owned and operated colleges.
- A student working group was trialled and the initiative will be revised through the new Safer Communities team and in 2024.

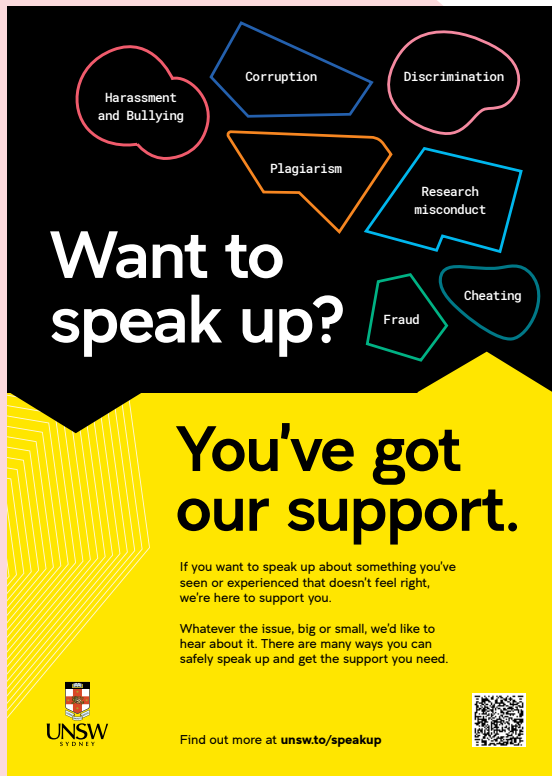
Emerging issues identified by Gendered Violence Risk & Review Group (GVR&RG).

The GVR&RG continues its role in reviewing Portal reports to identify trends, address risks, systemic and emerging issues and to make recommendations to relevant business units, facilities, or accommodation providers to mitigate risks and ensure continued improvements in the prevention of and response to Gendered Violence at UNSW.

This group operates as a sub-committee of the UNSW Level 1 Health and Safety Committee, delivering quarterly updates on reporting statistics, trends and both systemic and emerging concerns.

Issues	Actions
<p>Work from home checklist to include proper checks of the prevention of gendered violence</p>	<p>The Work from Home Safety checklist is currently being reviewed as Safe Work Australia has published new work from home safety guidance around psychosocial risks/hazards. Gendered Violence Research Network (GVRN) being consulted for suitable wording around gendered violence.</p>
<p>Staff working in high-risk countries</p>	<p>Protocols and guidelines revised to incorporate gendered violence risk for staff working in high-risk countries.</p>
<p>Increase in numbers in the gendered violence portal and to Psychology and Wellness</p>	<p>An increase in reports can be due to a variety of factors; most likely, it represents improved awareness of how to report behaviours, and willingness to report. Reporting incidents provides valuable information about the nature and location of behaviours affecting the UNSW community. However, reports received do not establish the overall frequency or incidence of gendered violence in our community.</p>
<p>Ensuring the safety and compliance of students on placement with Respect@Work Legislation is a priority concern.</p>	<p>The GVR&RG has communicated to the WIL team the importance of integrating Respect@Work requirements; this led to updates to the Safety module which students complete prior to placement. Further work needs to occur to explore strategies which minimise disruptions to study if behaviour is experienced, such as avoiding the need for students to restart a placement.</p>

02 Communication



The aim of a SpeakUp culture at UNSW is to create and foster a culture of respect and integrity by supporting staff and students to raise an issue safely when they have seen or experienced something that doesn't feel right.

UNSW developed this Strategy in 2023, in consultation with students and staff, drawing on best practice. The Strategy put in place specific goals in relation to encouraging reporting, ways to measure progress, and steps to strengthen a SpeakUp culture at UNSW.

It was initially proposed that gendered violence would be part of the Speak Up campaign. However following consultation with students and staff, the decision was made to address GV separately. Messaging and campaigns in relation to gendered violence need to address the particular challenges people may face when reporting. Nevertheless, developing a SpeakUp culture at UNSW creates an environment which supports people to speak up about unacceptable behaviours.

During the development phase of the Speak Up campaign, gendered violence posters were displayed in campus bathrooms to increase student and staff awareness of support and reporting options as highlighted in the 2021 National Student Safety Survey (NSSS) findings.

According to the NSSS survey:

- 52% of UNSW students who participated knew nothing or very little about where to go to make a complaint about sexual harassment.
- 49% of UNSW participants knew nothing or very little about where to see support or assistance for sexual harassment.
- 54% knew nothing or very little about where to make a complaint about sexual assault.
- 46% knew nothing or very little about where to seek support of assistance for sexual assault.



At UNSW we hope to see improvements in awareness of how to seek support, and report Gendered Violence.



03

Education and Awareness Raising

Training	Audience	Overview	Delivery	2023 Completions
ELISE Quiz and induction which includes one question on gendered violence	New Students to UNSW	The ELISE modules included a link to the voluntary gendered violence module and one question on gendered violence.	Online Module	21,346 students completed the ELISE Quiz
Voluntary gendered violence module	Available to all students	Developed in collaboration with the Gendered Violence Research Network (GVRN) and in consultation with students. Includes material on consent, what it means to be a bystander, and how and where to report gendered violence and get support. Opt-out options are available for people affected and include details for support services. There are plans to make the gendered violence module mandatory in 2024.	Online Module	3,038 students completed the voluntary did the gendered violence module

Training	Audience	Overview	Delivery	2023 Completions
Sexual Misconduct Awareness and Response module	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 2024.	Online Module	3,695 staff
Responsible Employee module	All staff	The responsible employee has 6 modules which guide staff through UNSW's Code of Conduct touching on: what being a responsible employee means, UNSW Code of Conduct policies and procedures, University Resources & reputation, serious wrongdoing, Equity & respect and conflicts of interest.	Online Module	7,965 staff
Work integrated learning (WIL) sexual misconduct module	Available and recommend to 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	3,289
Arc gendered violence training	Arc leaders, club execs	Self-directed online training on gendered misconduct, how to respond to disclosure, selfcare, how to report and safely refer.	Online 1.5 hours	2,014 club executives and 3,051 regular club members.
5 online sexual health and healthy relationships modules pilot online to UNSW students	International students	Online modules developed through a partnership between UNSW Health Promotion Unit, UNSW Medicine students and NSW Health. The modules were piloted for six months and offered to UNSW IS during this period. 5 modules covering healthy relationships, consent, STIs, HIV and safe sex	Online	38 students evaluated the modules
Gendered Violence Responder Training	Arc Club executives and student leaders	Delivered Gendered Violence Response training to combat sexual harassment at UNSW to Club executives and student leaders. This training, tailored to the current student cohort's needs, aimed to equip students to respond effectively to disclosures of sexual misconduct while respecting survivor confidentiality. Funded by the Gendered Violence Grants with plans to deliver again in 2024.	In person	45 students
Healthy relationships and consent	Students, international U18s and Australian Award Scholars	Health Promotions Unit (HPU) trained student facilitators ran 7 online and 2 in person workshops on sexual health, healthy relationships, consent, the reporting Portal and support services.	In person and online, 2 hours	234 students

Training	Audience	Overview	Delivery	2023 Completions
PASH Peers training (people advocating for sexual health)	Students	Two-day peer educator training provides students with the knowledge and skills to discuss sexual health and healthy relationships with their peers. Enabling them to provide accurate health education and support them to seek support when needed. Consent, healthy relationships, GV Portal included as part of this training. Peers then lead conversations with other peers through outreach shift, larger activations and run workshops. Peers are embedded in a number of UNSW accommodations.	In-person (1-2 days)	24
MATE Bystander Training	16 UNSW staff	MATE is an impactful education and intervention program, empowering all of us to become leaders in the prevention of violence and problematic behaviour.	4 days in person	16 UNSW staff. To roll out across UNSW in 2024
Consent Education in UNSW colleges – Learning Consent Pilot rollout	First year UNSW college students	In Term 1, UNSW Colleges have delivered consent education by partnering with consent expert Dr. Joy Townsend (Consent Conversations) to deliver an online module for all residents in UNSW colleges. All new college residents were also required to attend an in-person 2-hour workshop in groups of ten. This workshop featured actors re-enacting three real life scenarios followed by a critical discussion facilitated by a senior student.	In person	All first-year college students at UNSW colleges.
"How Do You Like It?" Clay Connections Workshop: Moulding conversations about intimacy and consent	Students	This 1.5-hour workshop aims to create a safe and inclusive space for participants to engage in conversations about healthy intimate relationships and consent. 5 more workshops to be run in 2024 after training co-facilitators and Health and Wellbeing ambassadors.	In person workshop	50 students



SEXTEMBER FESTIVAL



SEX+ember

UNSW's Health Promotion's annual sexual health awareness festival aims to create a safe environment to discuss sexual wellbeing and encourage STI Testing. It provides a platform to normalise affirmative consent and raise awareness around UNSW support services. The festival is co-created with students, staff & and the broader sexual health community.

SEX+ember explores the diverse worlds of sex and sexuality and aims to increase sex-positive conversations and STI testing across our staff and student community.

The theme Empowerment, Relationships & Intimacy for this fifth SEX+ember festival (18-29 September 2023) was developed through survey's with students, and in-depth consultation with stakeholders. Over 70% of the respondents selected these ideas as significant to their sexual health journey and wanted to find out more.

Student-led initiatives were an important component of the festival with UNSW colleges, PASH peers and the PGC offering targeted events.

SEX+ember achieved its aim of starting conversations around sex and respectful relationships, beyond traditional mediums and increasing the ease and access to STI tests.

SEX+ember Goals (all reached):

- Engage over 1500 UNSW students with the goal of normalise conversations around sex and respectful relationships.
- Encourage sexual health testing increasing the number of students tested by 25% from 2022 numbers.
- As part of UNSW's STOP, EMPOWER and SUPPORT Gendered violence strategy, include critical messaging around misconduct and gendered violence and avenues for reporting and support in all events.
- Partner with other universities increasing the reach and accessibility of events.

SEX+ember highlights:

In 2023 there were 14 events:



7 in person
7 online events



2
library exhibitions



4
online resources



990
engagements at Hump Day



65
attendees at the intercultural conversations on dating event



4.3/5
(or higher rating for all events)



208
STI tests delivered (an increase of 66% from 2022)



1772
students actively engaged in events or workshops



6183
unique views on SEX+ember pages online

UNSW operated and affiliated colleges

Since 2016, residential colleges have worked to prevent gendered violence 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 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:	<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 or Residential Wellbeing Officer (RWO) and are referred to the UNSW Gendered Violence Portal and support service. RWO commenced role, acting as a point of contact regarding a range of student issues, included gendered violence. RWO discusses reporting and support options with students, provides initial counselling support and refers to appropriate service(s). Conduct and Integrity Office presented to International House residents on gendered violence reporting processes and procedures. 	<ul style="list-style-type: none"> 80% of all 2212 student accommodation residents completed online UNSW-Learning Consent training before beginning their college placement. 77% of all incoming UNSW Colleges first year students attended a 90-minute Consent Conversations workshop delivered by Learning Consent. (Those who missed the 0-week session attended a follow-up workshop). 98% of attending first years and 95% of returners said they felt better equipped to have safe and informed conversations about consent. 65% of all UNSW Colleges returners attended a Consent Continuing Conversations workshop delivered by Learning Consent. UNSW Accommodation received an award for excellence in student experience from the Asia Pacific Student Accommodation Association (APSAA) for the Learning Consent project and presented on the topic at the APSAA Conference and University Colleges Association Conference Two Deans attended 4-day Bystander Training in November and are liaising with Learning Consent to design college specific Bystander Intervention training which will complement the content of Consent Conversations. UNSW Colleges was awarded \$5k from the Gendered Violence Prevention Strategy Grant to design and deliver REALationships workshops to college students, based on what students say they want to learn about. UNSW Colleges was awarded \$5k from the Gendered Violence Prevention Strategy Grant to develop returner specific content for Consent Conversations.
Colombo House		
Fig Tree Hall		
International House		
Kensington Colleges		
UNSW Hall		

Procedures & reporting

Training & workshops

New College & New College Postgraduate Village

- Handbooks outline sexual harassment and encourages witnesses to raise and escalate concerns.
- Harassment, Bullying and Discrimination Policy outlines responsibility to prevent sexual misconduct held by all staff and students.
- Incidents are investigated by Deans of Residents and reported via the UNSW Portal by the Master.
- Any misconduct by or in relation to under 18 students is mandatorily reported to parents.
- NSW Ombudsman’s Guideline on complaint handling is the reference document for dealing with all complaints and misconduct issues

- Master and Deans review handbooks, relevant incidents, and past practice at the end of each calendar year.
- Master, Deans, and pastoral care students (supervision ratios are undergraduate 1:32, postgraduate 1:40) complete a 3-day intensive prior to O’Week on college procedures and practices. Addressing misconduct is a major component of the intensive.
- Pastoral care students receive an additional week of training on relevant issues.
- New residents attend commencement workshop guided by the Deans of Residents on good community life.
- All New College incoming students complete the Gendered Misconduct Online Module designed for colleges prior to commencement of Term.
- Presentation on the legal aspects of sexual misconduct presented by an experienced barrister.
- Master, Deans of Resident and pastoral care students meet weekly to actively monitor any misconduct in community.
- Special briefings are held (as specified by policy) if any sort of critical incident emerges.

Shalom College

- Resident Handbook contains Respectful Relationships and Sexual Misconduct Policy, conduct policies etc, reviewed annually.
- Signage in common areas including Summary of Sexual Misconduct Policy and other posters.
- Flowchart of process to follow after disclosure is displayed on noticeboards.
- Incidents are reported via UNSW Portal.

- Residential Advisers received training on policies, sexual misconduct etc.
- Healthy Relationships & Consent sessions provided during O-Week
- Relevant talks and presentations and throughout the year as available
- All applicants to the college are advised about the focus on respectful relationships and what this means.

Creston College

- College guidebook refers to the new Gendered Violence Strategy and policies with specific reference to the UNSW Case IQ Portal.
- Dedicated staff member acts as a first point of support and guidance to the UNSW Portal.

- 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.

Procedures & reporting

Warrane College

- The Warrane College Sexual Assault and Harassment, Bullying, and Discrimination Policy is in accordance with the UNSW Gendered Violence Strategy, and actively supports its goals and principles.
- The 2024 Warrane College Handbook includes the policy in conjunction with the UNSW Strategy and is distributed to residents in both hard and soft copy formats, with a direct link to the complaints portal provided within the handbook.
- The policy undergoes an annual review by the Master and the Dean, who collaborate with other senior staff members during the process.

Misconduct

- There is a misconduct procedure that is addressed by various levels of leadership including a process for any complaints against the Dean or senior staff. All matters are documented on the UNSW reporting portal.
- The Education Development Association Child Protection Policy is the relevant document for handling matters that involve minors in Warrane College.

Training & workshops

Training and instruction is multi-faceted.

- Residents receive: Compulsory group presentations; non-compulsory ongoing formational sessions; regular individual attention and pastoral care.
- Leaders (Residential Tutors) attend four full-weekend training days annually, weekly meetings during the term, and fortnightly meetings for each pair of Residential Tutors - who care for a floor of 25 residents - with senior staff to address any issues and provide guidance.

Compulsory sessions:

- How To Thrive at Warrane session is held in Orientation Week (and again in Week 1 for those who arrive after O-Week). Residents' rights and obligations and the college policy is discussed in this session. It is also held at the beginning of every Term for new residents entering the college. We encourage residents to become familiar with the policy as well as the complaints portal where reports can be made.
- In early Term One, Warrane College hosts the "Sexual Harassment, Consent, and the Law" presentation. This hour-long session covers Federal and State legislation concerning sexual assault, harassment, and bullying. It outlines what constitutes sexual harassment, the legal process, and the potential long-term impacts on victims, perpetrators, and the community. The presentation also highlights residents' rights and obligations, including bystander responsibilities. As Warrane College is considered a workplace, the presentation explains how residents' behavior can be governed by workplace legislation. The presentation is led by an Australian Federal Police officer and an ADFA lawyer experienced in Court Marshalls and legal consultation for workplaces.

Procedures & reporting

Training & workshops

Warrane College

Non-compulsory ongoing formational sessions:

- Weekly sessions during the term are open to all residents and they encouraged to attend. They deal with respect, tolerance, self-improvement, virtue and life skills. They are aimed at giving residents the advice they need to succeed in society, academics and community and are often presented by esteemed alumni of the college, or senior tutors, or staff.

Regular individual attention and pastoral care

- Residential tutors provide personal attention to residents in their care. On average, each resident will have a fortnightly informal session with one of their tutors (or both if requested) where issues can be raised. The tutor must follow the policy of escalation to senior staff if deemed serious, and if the person concerned gives their consent.
- Residential Tutors receive annual First Aid and Mental Health First Aid training.

Highlight:

Empowering College Communities: Integrating Bystander Intervention with Consent Education

In 2022, UNSW Colleges began redefining student welfare, focusing on crucial areas like sex and consent education. Drawing inspiration from the 2021 NSSS results and changes in NSW consent legislation led to a collaboration between UNSW Student Accommodation and Learning Consent to deliver groundbreaking programs like Consent Conversations which was recognized with a Student Excellence Award from the Asia-Pacific Student Accommodation Association (APSAA) in 2023.

Consent Conversations

This program included a self-paced online course followed by a 90-minute face-to-face workshop. The program utilized staged scenarios and group discussions led by trained student leaders and staff.

Topics covered included cultural misunderstandings, sexual assault, and avoiding misconduct situations. The online modules featured real-life stories, exploring sex education, consent laws, reporting, and support services.

This two-part approach aimed to educate through evidence-based content and engage students through storytelling, fostering empathy and driving behavioral change.

Online training reached all 1200 incoming students, and around 700 first year college students participated in in-person workshops.

With the positive impact observed among students who attended the workshops, the decision was made to expand the in-person training to returning students in Term 2, 2023, encompassing approximately 500 students.



Over 96% of students felt more prepared for consent conversations and 97% expressing satisfaction, rating it 4 out of 5.

Feedback

“The performances really allowed me to fully understand and engage with the content in the workshops. There was also support from the College well-being team, which made it feel safe and welcoming - it was the best education I’ve ever received on the issue, and an inspiration for what the future looks like.”

Isabelle Creagh, Head of UNSW Colleges remarked that staff are already seeing the impact of the pilot amongst students who attended the workshops. “It was new and challenging for all involved, but the feedback was remarkable, and the effect on behaviour was evident immediately after the training. I am proud that our Colleges team were able to work on developing this pilot program with Learning Consent and look forward to being involved in developing future projects with them.”

Continuing Conversations:

Was adapted from the Consent Conversations' format, offering a 60-minute workshop tailored to returning students. It explored consent in relationships and decision-making under the influence of alcohol through acted scenarios and discussions.



65%

of returning students attended



95%

feeling more equipped for consent conversations and 89% satisfied



Rated

4 out of 5

Second-year students valued the positive depictions of relationships in the scenarios and felt the discussions were relevant and open.

In the second year of the initiative, UNSW Colleges have noticed a decrease in reported gendered violence incidents when compared between Term 1 of 2023 and Term 1 of 2024. This positive trend reflects changing attitudes and behaviors within the UNSW college community, highlighting the impact of proactive interventions. It emphasizes the ongoing need to foster a safer, more respectful environment. UNSW colleges are optimistic that this trend will continue, promoting a campus culture built on mutual respect and support.

Tailored bystander workshops

UNSW Colleges and Learning Consent are co-creating a customized Bystander Intervention program for residential students. This program addresses a wide range of issues such as sexist jokes, offensive language, cancel culture, hazing, and online bullying. By empowering students to participate in meaningful conversations and actions, the goal is to foster a culture of active bystandership and community support within college settings.

The pilot program is set to launch in June 2024 and initially target student leaders.

Feedback will refine the program, aiming to extend training to all UNSW Colleges by 2025.



04

Cultural change

Consent stall at O-Week

During Term 1, UNSW organised a consent stall at O-Week to underscore our commitment to consent education and foster a culture of respect. The stall, staffed by trained students, distributed free French Fries chips while engaging in discussion on the FRIES acronym (Freely Given, Reversible, Informed, Enthusiastic, Specific) to raise awareness about consent. Over 400 community members engaged with the staff, and the UNSW Instagram post featuring the Vice Chancellor visiting the stall received more than 2390 likes. A survey conducted at the stall received over 285 responses, with over 70% expressing interest in learning about consent at UNSW. The majority found the FRIES acronym effective and favoured a playful tone in consent education.

Psychosocial Risk Priorities:

- Psychosocial Risk Coordinator appointed for 2024.
- UNSW is implementing a systematic risk-based approach to supporting employees' psychosocial safety at UNSW, which focuses on preventing and minimising psychological harm from occurring in the first instance, while enhancing and developing strategies to optimize employee wellbeing.
- Incorporation of psychosocial risk management in UNSW's health and safety policy and risk register.
- Embedding psychosocial hazard and risk training into our core competency health & safety training.
- Developing a staff mental health and wellbeing strategy.

In line with the NSW Code of Practice UNSW is focused on the following psychosocial hazards:

- Role overload (high workloads or job demands)
- Role underload (low workloads or job demands)
- Exposure to traumatic events
- Role conflict or lack of role clarity
- Low job control
- Conflict or poor workplace relationships between workers and their supervisors and managers and co-workers
- Poor support from supervisors and managers
- Workplace violence
- Bullying
- Harassment including sexual harassment
- Inadequate reward and recognition
- Hazardous physical working environments
- Remote or isolated work
- Poor procedural justice (processes for making decisions)
- Poor organisational change consultation



RESPECT WEEK

Arc’s Respect Week is an annual week-long event, supported by UNSW’s Division of Equity, Diversity & Inclusion. It serves as a vibrant celebration of UNSW’s diverse community while promoting a culture of empathy and understanding. The initiative stems from the collaborative efforts of Arc and UNSW EDI through the “Be a Better Human” campaign, encouraging both students and staff to broaden their understanding of others’ experiences, and commit to being better humans.

Recognising the challenge of reaching students who are indifferent to equity, diversity, and inclusion messaging, Respect Week provides accessible opportunities for engagement. By offering activities with low barriers to entry, the event ensures that everyone can participate and contribute to fostering a more inclusive environment at UNSW.

2023’s event programming features a wide range of activations, including:

- Queer Tarot Card Reading
- Information Stalls from Food Hub, Arc Sustainability, UNSW Queer Collective, Sapphic Society, Bhakti Yoga Club, Women in Management Club and Culture Cafe
- Queer & Disability Pride keychain making with Arc’s Wellness Warriors
- Mindfulness Colouring with the SRC’s Students with Disabilities Collective
- Pronoun badge-making with Volunteers United
- Painting Workshop with the SRC Women’s Collective
- Dance Demonstration with the Latin Dance Society
- Sip & Chat with the Tea & Coffee Society
- Craft Workshop

RESPECT Week’s on-campus activities reached over 2,700 student engagements.

Online (Facebook & Instagram) content reached 17334 accounts.



Highlight:

Major Research Project on relationship between higher degree researchers (HDRs) and their supervisors

The Australian Human Rights Institute and the Gendered Violence Research Network at UNSW have launched a [major research project](#) examining relationship issues between HDRs and their supervisors across 10 Australian universities. The research recognises that HDRs are engaged in different learning environments to coursework students, characterised by a strong reliance on their supervisors to guide their studies and connect them to wider academic networks. The research follows an initial [pilot project](#), which confirmed anecdotal accounts of a broad spectrum of issues arising, and affecting the relationships between, HDRs and their supervisors including mismatched expectations, communication problems, bullying, supervisor and candidate performance, conflicts of interest, inappropriate relationships and attachments and sexual harassment and sexual assault.

05

Transparency and Accountability

UNSW is committed to increased transparency to improve trust in reporting and response processes. Our annual reports and the gendered violence website help us increase transparency, by publicly reporting on incidents, prevention and response activities at UNSW.

Highlights

- Published 2022 Gendered Violence Prevention and Response Annual Report.
- 180 reports to the Gendered Violence Portal, with the most concerning behaviours identified by the reporter as sexual assault (22%) and sexual harassment (22%). The majority of those affected were students (81%) and incidents predominately occurred on one of UNSW campuses (42%).
- Student Psychology and Wellness team identified 164 interactions related to gendered violence, with 56% mentioning sexual assault.
- The Gendered Violence Portal will be integrated into the into the Complaint Management System upgrade, scheduled for launch in early February 2024.
- Wherever possible, outcomes are communicated broadly in a general/de-identified way.

Reports of gendered violence made to UNSW

A Victim/Survivor-Centred Approach

When a person makes a report, UNSW's response to the report will focus on understanding the safety and needs of the reporter and be informed by the reporter's wishes and instructions. It is UNSW's goal to ensure that people who seek support can continue in their studies and work activities and have access to all relevant information. Response processes will also seek to be trauma-informed. 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.

Purpose of the Portal

The purpose of the portal is to:

- Provide information, referral, and support to all reporters, whether the report is connected to UNSW or not.
- Serve as a central data collection point for all incidents of gendered violence to improve safety and resourcing of support services and prevention activities.
- Capture reports from two different sources:
 - Portal reports (180 reports)
 - Psychology and Wellness (164 de-identified reports)

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

Psychology and Wellness de-identified reports are based on intake forms and data captured. These reports are de-identified with minimal information for central data collection purposes only.



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.

Anyone can make a report to the UNSW gendered violence portal. Some people choose to report a historical event that may not be related to UNSW but are seeking support from avenues at UNSW such as through Psychology and Wellness.

There may also be multiple reports concerning one single incident, for example, the person affected may submit a report as well as UNSW security, support services, a witness, or a support person. These reports may also be captured in the interactions reported by Psychology and Wellness. Psychology and Wellness data. Approximately 52 reports (29%) in the portal appear to be connected to another reported incident.

Use of Gendered Violence Data

This analysis is based on what the affected person or reporter has identified in the portal report. Not all reports that have been categorised by the affected person or reporter meet legal definitions.

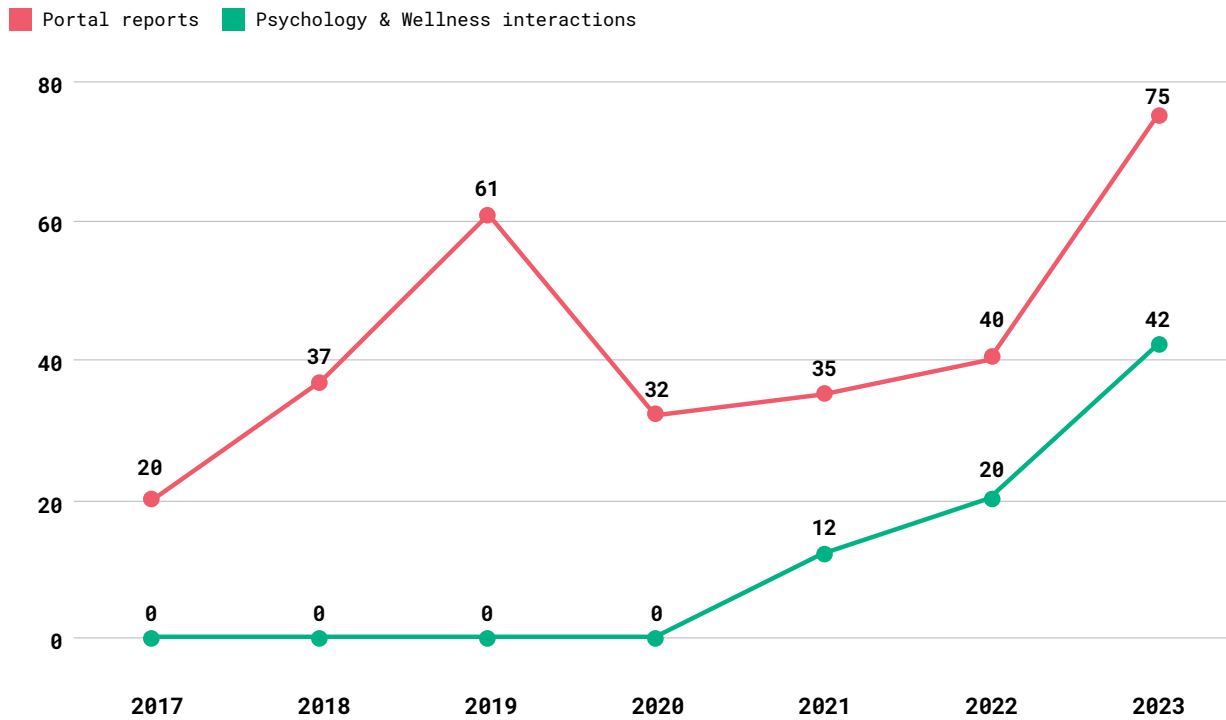


Figure 1: Comparison of reports occurring on campus 2017 - 2023

Reports to the Gendered Violence Portal

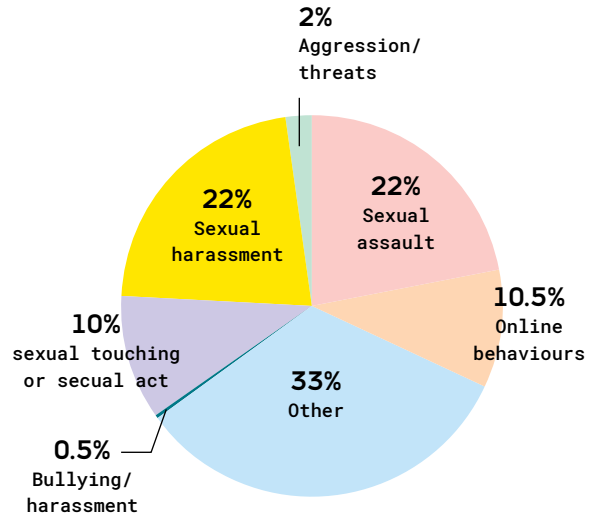
In 2023, a total of 180 reports were made through the Gendered Violence Reporting Portal, continuing an upward trend in reporting seen prior to the COVID-19 pandemic.

The increase in reporting may be due to a number of factors, including improved awareness of how to report, a result of initiatives including prevention and awareness-raising programs, and increased media attention and activism around gendered violence. Increased reporting may also reflect increased trust and/or normalisation of reporting. Increased reporting may also relate to under-reporting in prior years. It does not provide insight into whether increased incidents are occurring; the next student safety survey planned for 2025 will enable better insight into incidence of Gendered Violence.

The reports cover both current and past incidents, including off-campus incidents and involving public members as alleged perpetrators. Anyone can file a report, and sometimes multiple reports (up to 52) may be linked to a single incident, suggesting about 151 distinct incidents overall. Reports can come from various sources: security personnel, University reporting units, friends of the affected individuals, and the affected Individual themselves. This multiplicity of sources explains why the total number of reports exceeds the actual number of incidents.

The following analysis presents data from the Gendered Violence Portal between 1 January and 31 December 2023.

Type of report, classified by the reporting person



The Other category contains reports that could be defined as sexual assault, sexual harassment, as well as bullying, online behaviours, intimate partner violence/dating violence or coercive control, physical assault, threats, coercive control, and gendered harassment. The approach to classification will change in 2024, to try to improve analysis of types of incidents and trends.

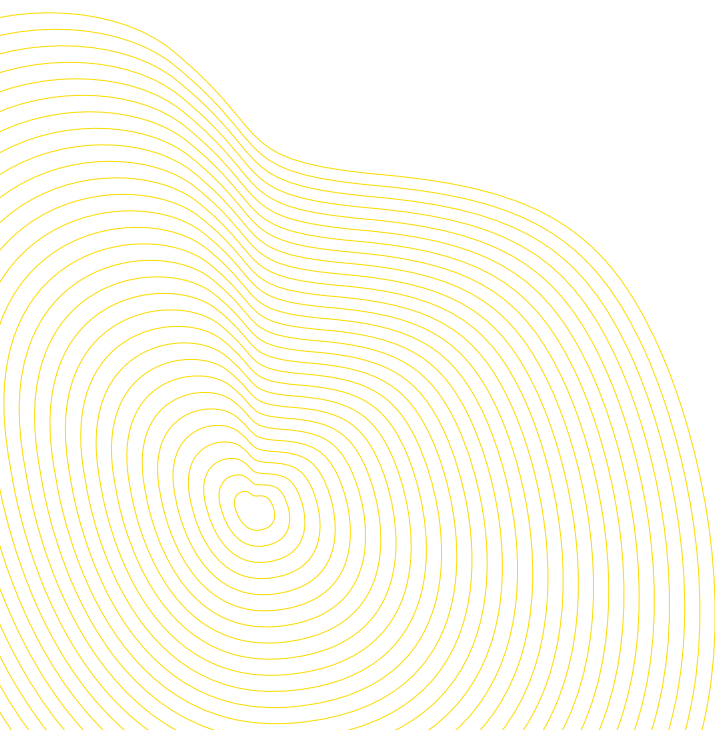
The majority of reporters (33%) selected 'other' when asked to classify the incident type, despite the availability of predefined categories. This was a substantial increase from 2022, when 7% indicated 'Other'. This suggests reporters either found it challenging to define their incident or uncertain about which category aligned with their situation. The inclusion of other option allows flexibility for individuals to report incidents that may not fit into the predefined categories, or their experience involved a combination of factors.

From 2024, the Gendered Violence Portal will not require the reporter to classify what happened. Reported behaviours will be assessed and classified by the Gendered Violence Portal Response Team in Student Psychology and Wellness.

Reporters categorised reports related to sexual harassment (22%) and sexual assault (22%) followed by online behaviour (11%).

In 2022, 20% of reports were categorised by the reporter as sexual assault. The proportion of reports identified as sexual assault stayed stable in 2023 (22%) although the absolute number of incidents reported increased in 2023.

Reports of sexual touching and sexual acts decreased from 24% in 2022 to 7% in 2023. This decrease may be because they were categorised by the reporter as sexual harassment or assault in 2023 rather than sexual touching. Online behaviours reported also reduced from 2022 (19%) to 2023 (10.5%)



Who reported the incident

- 36% of reporters were directly affected.
- 32% of reporters were from UNSW reporting units (including, security, UNSW first responders, colleges, conduct and integrity, and student support).
- 18% were assisting the person who had experienced gendered violence.
- 3% were reported by someone who witnessed gendered violence.
- 11% did not wish to disclose who they were or were 'other' such as the person accused, or a UNSW first responder.

Demographics breakdown of reporters:

- Staff submitted 44% of reports. Of these, 75% were related to issues where a student was the affected party.
- Staff made up 6% of the affected party. This is a similar trend to previous years where only a small number of staff report themselves as the affected person.

Demographic breakdown of those affected by gendered violence:

- 81% students
- 13% alumni, member of the public or UNSW affiliated/connected.
- 6% staff

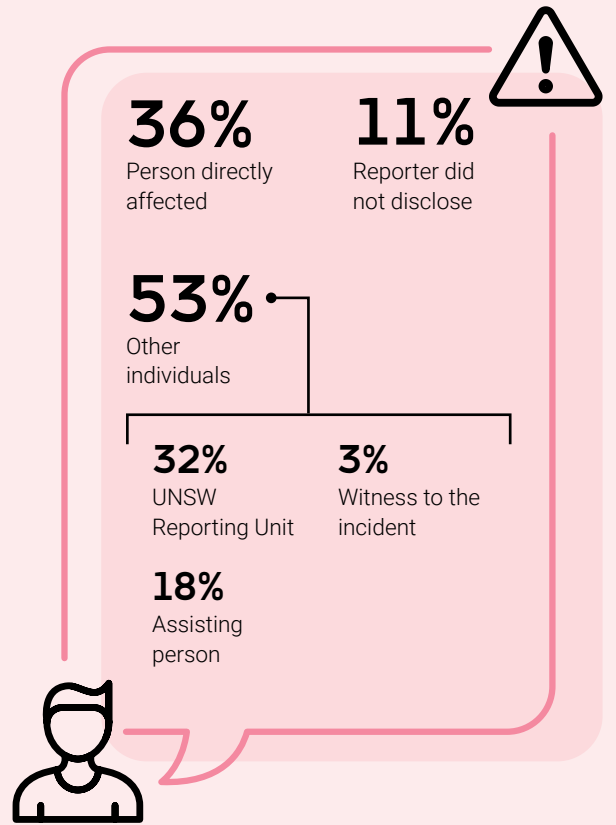
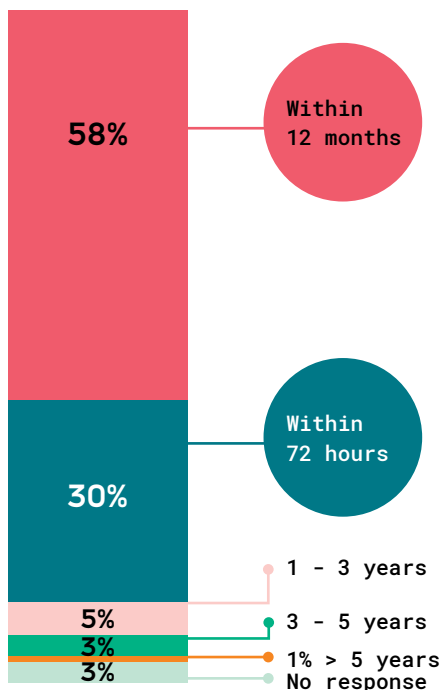


Figure 3: Who reported the gendered violence



When the incident occurred

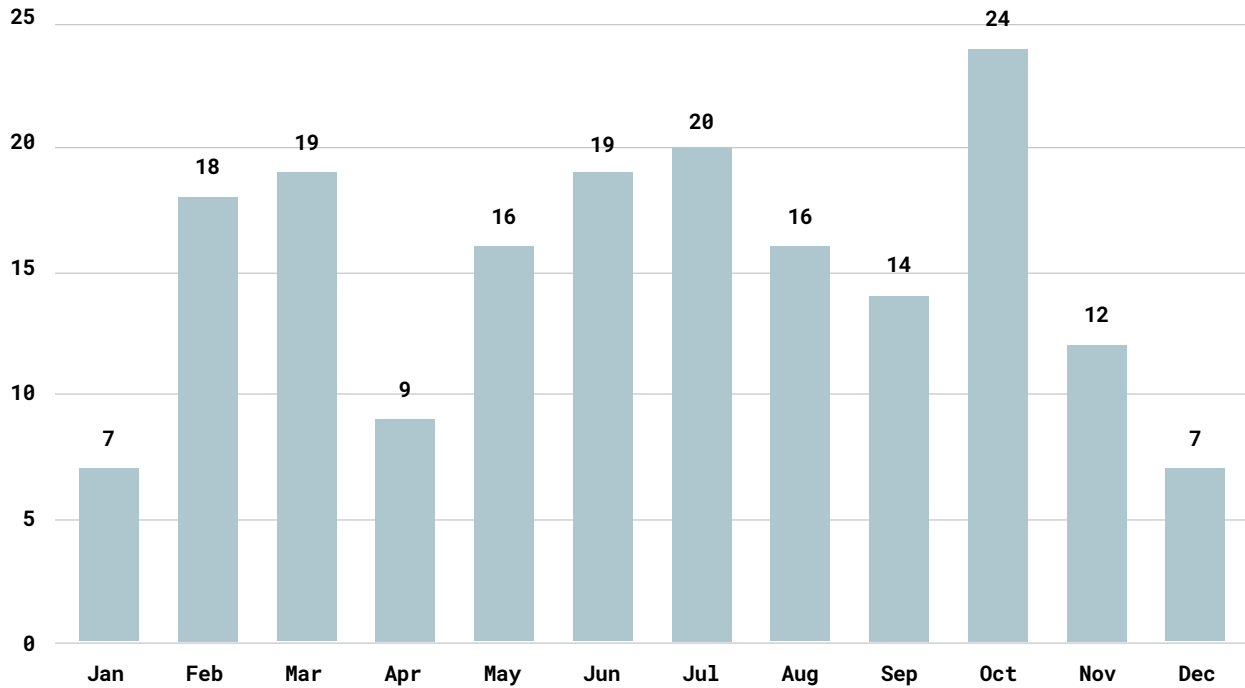
- The majority of reports (58%) made within 12 months of the reported incident.
- 30% of reports were made within 72 hours of the incident.
- 43% of incidents reported occurred during 2023.
- 39% of incidents reported to the portal happened more than one year ago.
- 5% of reports occurred more than three years ago.

Figure 4: When the incident occurred

When the incident occurred by month

The busiest month for reporting to the Portal was October and the lowest number of reports were received in January and December. Reasons for this pattern are explored below, but overall indicate that certain events may contribute to increased reporting.

Incidents by Month



Possible contributing factors to spikes in certain months could be around awareness raising at UNSW and social factors. What was happening in:

Feb/March

- Orientation week for UNSW and colleges.

June/July

- Respect Week
- Universities Australia release the Primary prevention of Sexual Harm, in the University Sector.

October

- SEXtember (18th – 29th September).
- Consent Laid Bare, a book about ending rape culture, by Chanel Contos released in September 2023.

Where the incident occurred

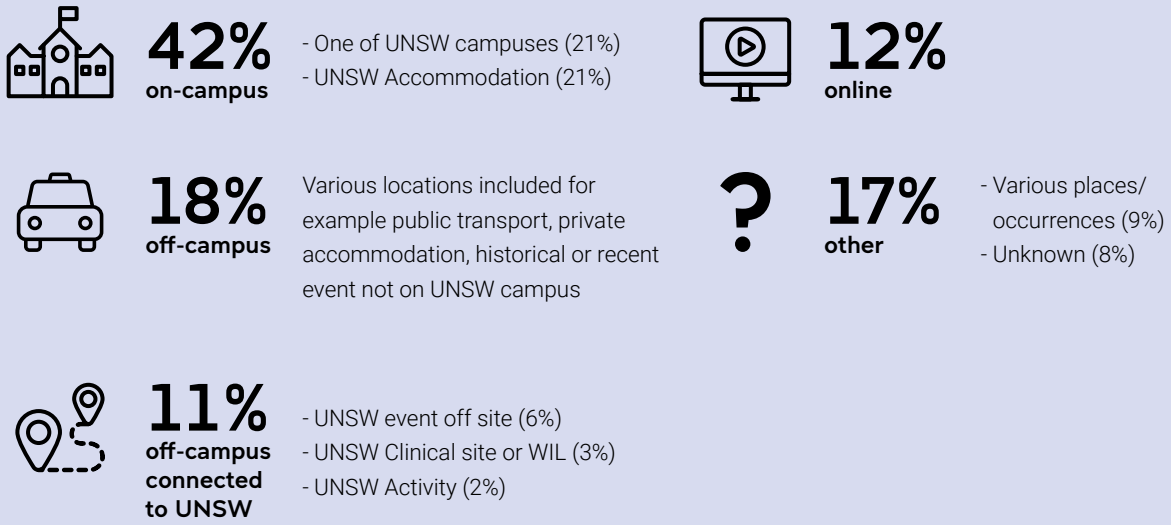


Figure 5: Where the incident occurred

Alleged person responsible

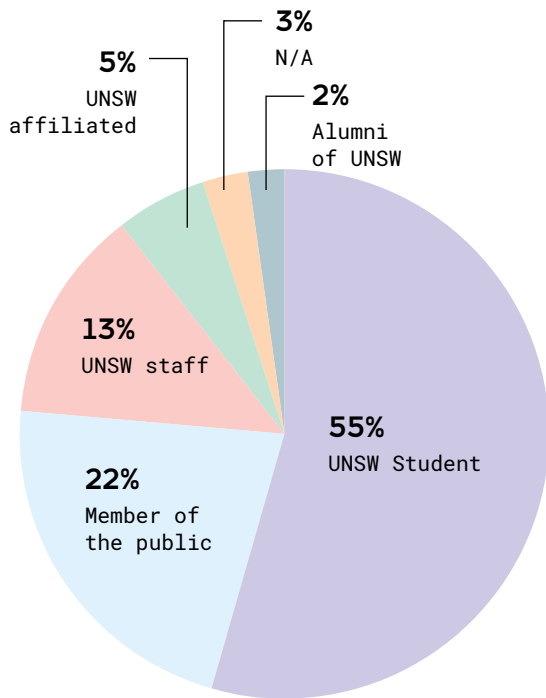
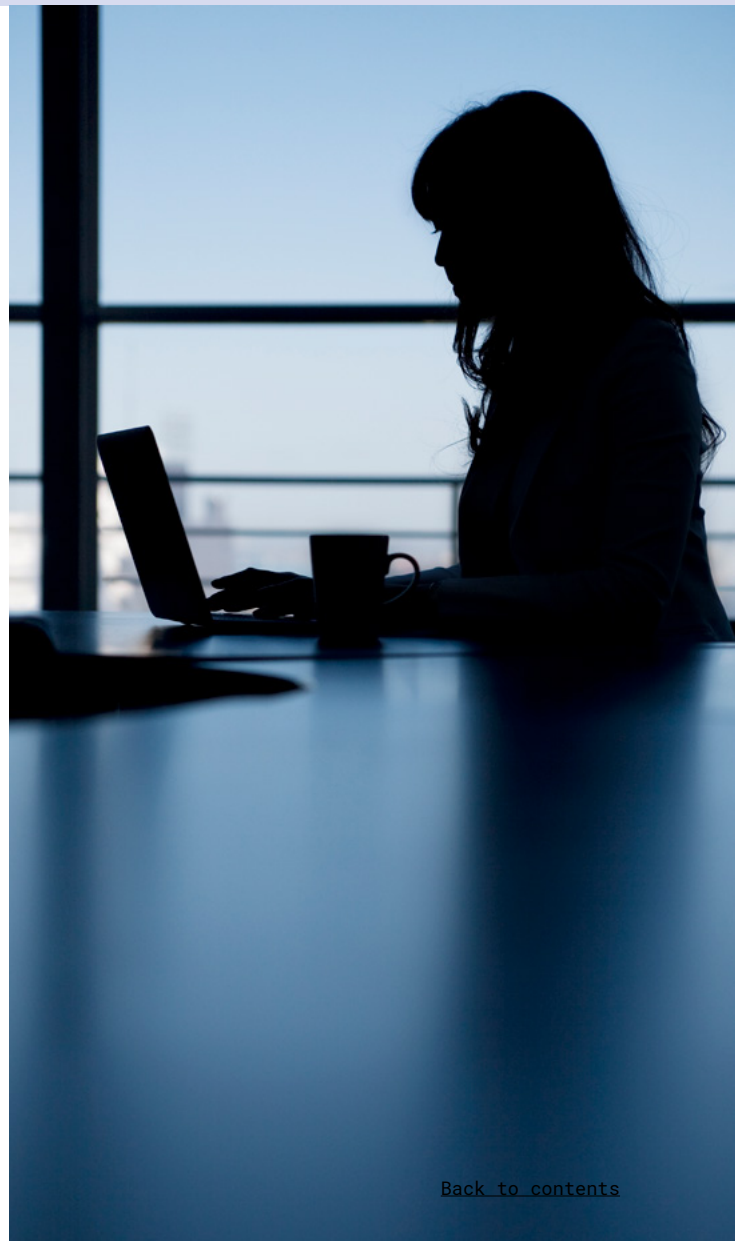


Figure 6: Alleged person responsible



People affected:

- Most people affected were students (81%)
- 3% of people affected were categorised as other, including Alumni of UNSW and UNSW affiliated/ connected)
- 10% of people affected were a member of the public
- 6% of those affected were reported to be staff

*Other includes: alumni of UNSW, former UNSW staff, no response, UNSW affiliated/ connected

Alleged person named:

The alleged person was named in 96 (53%) reports and not named in 84 reports (47%)

People affected	Person alleged to be responsible			
	Student	Other	Member of the public	Staff
Student (81%)	59%	9%	23%	9%
Other (3%)	33%	50%	17%	0%
Member of the public (10%)	33%	17%	33%	17%
Staff (6%)	9%	27%	27%	37%

Support and action requested:

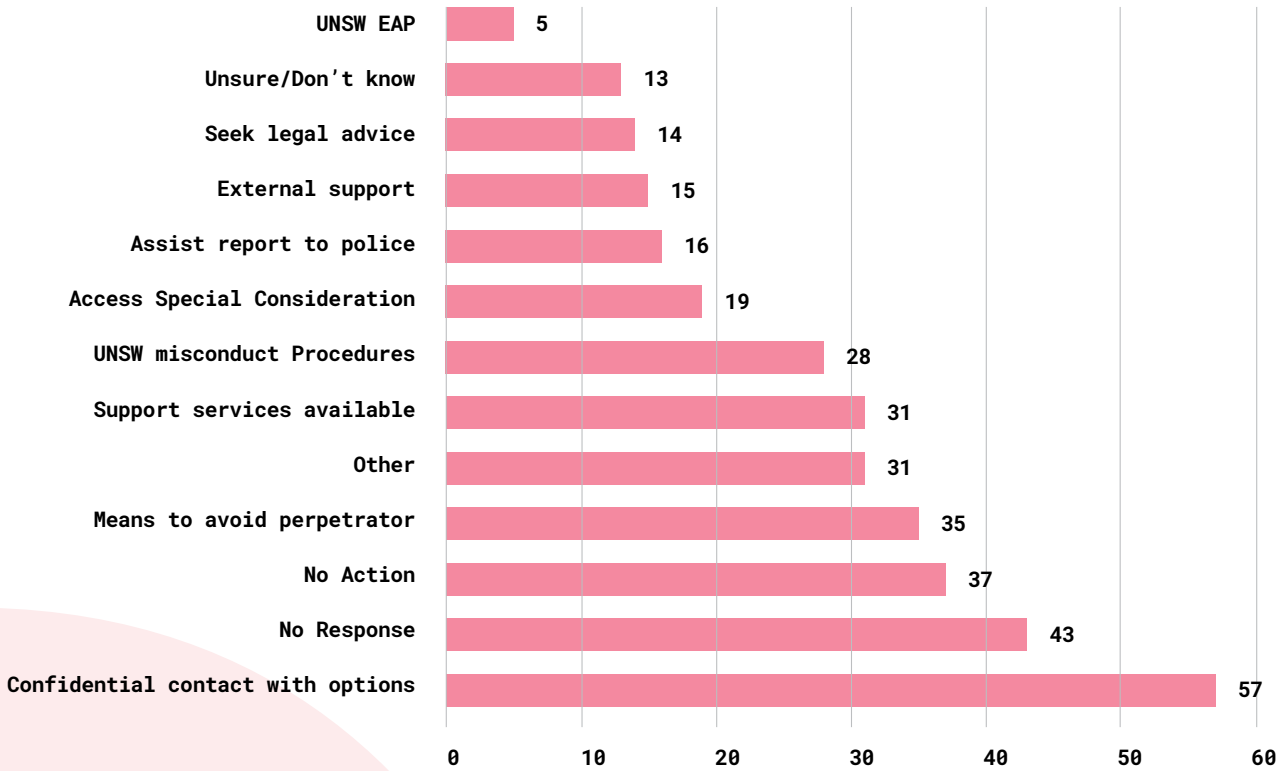
Reporters indicated accessing a range multiple services and multiple services could be selected with most people selecting more than one option. Some examples include.

- Police
- 1800 respect
- GP_UNSW Health services
- NSW DV line
- Specialist Sexual Assault services/ sexual assault helpline
- UNSW Psychology and wellness
- Protection orders
- Rape crisis centre
- Dean of students within UNSW accommodation
- Employment assistance program (EAP)
- None / no response
- Unsure/ don't know
- Requested options after advice



Action requested by the reporter at the time of reporting.

Reporters could select from a range of possible actions and could select more than one option. These do not always indicate actual outcomes but were requested at the time of reporting.



Investigations and disciplinary actions

Matters referred to Conduct and Integrity Investigations and disciplinary actions

Most reporters do not want UNSW to investigate their incident for a variety of reasons. Consistent with UNSW's trauma-informed approach, matters are only referred on to ER or CIO 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 taking action such as suspending a University investigation.

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 it risks great distress and harm to the person affected.

There were 12 reports managed as complex cases in 2023. The management of complex cases may include referral to support services, arranging academic support, including assisting with the Special Consideration and fee remission processes, arrangement of specialist medical and financial support, consulting with Employee Relations and the Conduct and Integrity Office, reviewing policies and reporting mechanisms based on identified trends and patterns and feedback.

From the 12th of February 2024, Psychology and Wellness will take ownership of the Gendered Violence Portal, triaging matters reported. Psychology and Wellness will manage response to student matters, working with Safer Communities staff if required. Staff matters will be referred to the Safer Communities and Human Resources teams.

Conduct and Integrity office investigations

The Conduct and Integrity Office received 33 reports of gendered violence with one resulting in an investigation, and three pending investigations. The other 29 have been addressed through measures as requested by the reporter.

Measures and support options offered by the CIO office may look like:

- Accompanying support to the police station to assist you report the matter to the police,
- Referrals to the [Psychology & Wellness Team](#),
- Referrals to the [Arc Legal Team](#),
- Referrals to [Victim Services NSW](#),
- Referrals to other external support and assistance services,
- Do not contact orders issued by the Conduct and Integrity Office,
- Academic special consideration approvals,
- Academic arrangements (i.e. making sure you are not in the same tutorials), or,
- Other negotiated assistance as suggested by the person impacted.

Human Resources received 20 reports of gendered violence, comprising of 11 individual cases. Of these, 19 were referred from the Portal. Some of these were multiple reports involving the same respondents.

Some of the outcomes included withdrawing conferred titles, referral to NSW Police, offering support such as guidance and counselling, and terminating employment.

Reports to Psychology and Wellness de-identified Data

In addition to the 180 reports made to the gendered violence portal, a further 164 were identified by Psychology and Wellness as gendered violence. Changes to how reports are managed in 2024 will mean all cases are captured in going one database location.

The data below reflects interactions identified as gendered violence by Psychology and Wellness. and Wellness. It is de-identified information only. Some of these incidents may also have been captured in separate reports to the Gendered Violence reporting portal, summarised above.

Of the 164 reports:

- 49% of reports involved sexual assault, 35% involved domestic and family violence, 12% involved sexual harassment and 4% were unknown.
- The majority (79%) of the reporters identified as female, of these reporters 19% were reporting on behalf of someone else and 81% as the person affected.
- 21% of reporters identified as male, of those reports 21% were reporting on behalf of someone else and 80% were from the person affected.
- 52% of reports were about incidents that occurred in 2023, and 48% were historical (1 year or more).
- Most incidents occurred off campus (67%), 25% occurred on campus and 7% were either unknown or described as a virtual incident.
- Of the 164 reports to Psychology and Wellness, approximately 8% were also captured in the gendered violence portal.

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 Page](#) for more information. You can also [report gendered violence here](#).

Service	Description	Contact Details
For students		
UNSW Psychology & Wellness	UNSW's on campus psychology service available to all students (free and confidential).	First appointment, W: https://unsw.au1.qualtrics.com/jfe/form/SV_7P50epTL4eJDztb Book or change an appointment as an existing client, W: https://unswportal.aus.pointnclick.com/login_dualauthentication.aspx
Student Support Advisors	Provides personalised advice and information about university life, wellbeing, academic performance and study skills, student visas, UNSW procedures, financial management or if you need help but don't know where to go.	W: https://unswportal.aus.pointnclick.com/login_dualauthentication.aspx International student support advisors, W: https://www.student.unsw.edu.au/consult
UNSW Canberra	Provides free counselling support is available for all currently enrolled UNSW Canberra students.	W: https://www.unsw.edu.au/canberra/student-life/student-support-services/counselling
Equitable Learning Services	A free and confidential service that provides practical support to ensure students' health/mental health condition doesn't adversely affect their studies.	W: https://www.student.unsw.edu.au/els
Nura Gili	Provides support and assistance to students who are from an Aboriginal and Torres Strait Islander background.	W: https://www.indigenous.unsw.edu.au/nura-gili-centre-indigenous-programs
For staff		
UNSW Employee Assistance Program – Converge International	Free and confidential counselling, coaching and wellbeing service for all for UNSW leaders, staff and their immediate family members.	Call Converge International on 1300 687 327 Or download the online application:



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For students and staff

UNSW complaints portal	<p>This report is received by the UNSW Gendered Violence Portal Response Team.</p> <p>You can provide an anonymous report, however, this means we cannot provide you with any response. You can also provide us with limited information allowing us to respond to you with support options.</p> <p>A report using this form is not a formal complaint unless you ask for it to be considered as a complaint by Conduct and Integrity Office or Employee Relations.</p> <p>Some examples of behaviours you can report to this portal include:</p> <ul style="list-style-type: none"> • Sexual assault • Sexual harassment • Domestic and family violence • Gendered harassment • Dating violence • Image-based abuse • Unwelcome touching 	unsw.edu.au/planning-assurance/safety/safer-communities/gendered-violence/make-report
UNSW First Responders	<p>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.</p>	unsw.edu.au/planning-assurance/safety/safer-communities/gendered-violence/find-first-responders
UNSW health service	<p>UNSW's health service can provide health advice and care to UNSW students, staff and visitors.</p> <p>Including an STI clinic.</p>	student.unsw.edu.au/hs
Ally@UNSW	<p>Aims to ensure UNSW is a safe and welcoming place for all LGBTIQ+ students and staff.</p>	edi.unsw.edu.au/get-involved/ally-network

For everyone

1800RESPECT	<p>1800RESPECT is a 24/7 phone counselling service providing advice and support to those impacted by sexual assault and domestic and family violence.</p>	<p>P: 1800 737 732</p> <p>www.1800respect.org.au</p>
Full stop Australia	<p>Offers confidential, trauma specialist counselling for people of all genders who are impacted by violence and abuse, as well as their friends, colleagues, and family members.</p>	<p>T: 1800 385 578</p> <p>W: https://fullstop.org.au</p>
NSW Health Sexual Assault Services	<p>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.</p>	<p>www.health.nsw.gov.au/parvan/sexualassault/Pages/info-sexual-assault-victims.aspx</p> <p>Eastern and Central Sydney Sexual Assault Service Call (02) 9515 9040 (After hours: Royal Prince Alfred Hospital. Call (02) 9515 6111)</p>
Australian Human Rights Commission	<p>Complaints about sexual harassment, sex based discrimination, racial harassment, disability related discrimination.</p>	<p>www.humanrights.gov.au/complaints</p>

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 up to 22 hours free counselling. Once the allocation is used, further hours can be approved where exceptional reasons are evident, or the applicant was a victim of child sexual assault or child abuse, financial support and recognition payment to victims of a violent crime in NSW.	www.victimsservices.justice.nsw.gov.au Phone: 1800 633 063
Blue knot	Blue Knot provides information and support for anyone who is affected by complex trauma, including sexual abuse in childhood.	W: https://blueknot.org.au

For perpetrators/ alleged perpetrators of gendered violence

Men's referral service	The Men's Referral Service is the national counselling, information and referral service for men who use violence and abuse to change their behaviour.	Anonymous service for men Monday - Friday, 9am - 9pm P: 1300 766 491 W: www.ntvmrs.org.au
MensLine Australia	7 professional telephone and online support and information service for men with family and relationship concerns. The service is available from anywhere in Australia and is staffed by professional counsellors experienced in men's issues	Phone: 1300 78 99 78 https://www.mensline.org.au/

Support groups

The Survivor Hub	Is a survivor-led initiative harnessing our knowledge and lived experiences to support, inform and empower people impacted by sexual assault	https://www.thesurvivorhub.org.au/
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For LGBTQIA+ communities

QLife	National LGBTQIA+ peer phone & online counselling.	1800 184 527 (3pm-12am, 7 days) qlife.org.au
ACON	Community health, inclusion and HIV responses for people of diverse sexualities and genders. Say it out loud – encourages LGBTQIA+ communities to have healthy relationships, get help for unhealthy relationships and support their friends (can provide 1 to 1 consultation) Another closet: Information and services for domestic and family violence in LGBTIQ relationships.	W: https://sayitoutloud.org.au/?state=NSW W: https://sayitoutloud.org.au/professionals/sexual-violence-consult-service/?state=NSW W: http://ssdv.acon.org.au/
Transgender Anti-Violence Project	Provides free, confidential services to support people affected by transphobia or transgender people experiencing violence or abuse.	W: http://tavp.org.au/

Reporting options

SARO	Sexual assault reporting option (SARO): Enables people to provide information about sexual assault to police informally, rather than by making a formal complaint. SARO can be completed anonymously.	https://portal.police.nsw.gov.au/adultsexualassault/s/sexualassaultreportingoption?language=en_US
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Emergency services

Security (UNSW Sydney)	Can be contacted 24 hours/7 days and for security escort. Report any suspicious behaviour or suspected criminal activity to UNSW Security on 9385 6666.	T: 02 9385 6000 or 02 9385 6666 (Emergency) estate.unsw.edu.au/security/your-safety
Security (UNSW Canberra)	Can be contacted 24 hours/7 days and for security escort.	T: 02 6265 7275
Police	Use the triple zero (000) number to quickly contact the police, fire or ambulance services.	000

A list of all Legal Advice and Services: student.unsw.edu.au/legal



Key Priorities for 2024

1

Enhance communication and education activities to ensure the whole UNSW community knows how to report an incident of gendered violence to a new and improved complaints management system which includes the gendered violence reporting portal.

2

Expand mandatory online learning for students.

3

Develop a Safer Communities implementation plan in consultation with key UNSW stakeholders.

4

Set up an SME Reference Group and a Student Reference group to work alongside Safer Communities to ensure a collaborative and whole of university approach to gendered violence prevention and response.

5

Finalise the Gendered Violence Policy update.

6

Roll out bystander workshops to staff and students at UNSW to raise awareness to recognise when a problematic situation is taking place and feel empowered to effectively interrupt the behaviour.

Appendix 1. Definitions

Bystander	A person present for misconduct or an uncomfortable situation but is not actively participating ¹ . An active bystander has the power to step up and speak up to prevent inappropriate behaviour from occurring.
Consent	The NSW Crimes Act 1900 defines consent as “the act of freely and knowingly agreeing to engage in sexual activity.” ² 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.”
Dating violence	Violent or intimidating behaviours perpetrated by a current or previous boyfriend, girlfriend or date. ³
Domestic & Family Violence	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. 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
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” (UNHCR 2022). ⁶ Gendered violence includes, but is not limited to: <ul style="list-style-type: none"> • Hazing • Sexualised and racialized bullying • Sexual misconduct including sex-based discrimination, sexual harassment and sexual assault⁷
Intimate partner violence	Violent or intimidating behaviours perpetrated by a current or cohabiting partner, boyfriend, girlfriend or date. ⁸ See also domestic and family violence.

¹ [Arc Be a Better Human Campaign](#)

² NSW Crimes Act (1900) <https://legislation.nsw.gov.au/view/html/inforce/current/act-1900-040>

³ www.aihw.gov.au

⁴ [Mission Australia](#)

⁵ aifs.gov.au/resources

⁶ [UNHCR Australia](#)

⁷ [UNHCR Australia](#)

⁸ <https://www.aihw.gov.au/family-domestic-and-sexual-violence/resources/glossary>

Sexual assault

An act of a sexual nature carried out against a person's will using 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.⁹

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.”¹⁰

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 offended”.¹¹

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.”¹²

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 touching

The NSW Crimes Act 1900 (Section 61HB & 61KC) defines sexual touching as any act where a person touches another person in circumstances that a reasonable person would consider to be sexual. This includes touching:

- with any part of the body or with any object.
- through anything, including objects worn by either person involved in the touching.

It is a crime for any person to intentionally touch another person, incite a person to touch them (or another person), or incite a third person to touch the victim - without consent, and knowing there was no consent. ¹³

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.

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

¹⁰ [NASAV Standards of Practice Manual for Services Against Sexual Violence](#)

¹¹ [NASAV Standards of Practice Manual for Services Against Sexual Violence](#)

¹² [UNSW Sexual Misconduct Prevention and Response Policy](#)

¹³ NSW Crimes Act (1900) <https://legislation.nsw.gov.au/view/html/inforce/current/act-1900-040#sec.61HB>

Trauma aware to trauma informed

It is important to note that being trauma-informed is seen as the end point of a continuum¹⁴.

Trauma aware: seek information out about trauma.

Trauma sensitive: operationalise concepts of trauma within the organisation’s work practice.

Trauma responsive: respond differently, making changes in behaviour. Trauma informed: entire culture has shifted to reflect a trauma approach in all work practices and settings.

This framing assists to clarify some confusion about what exactly is meant and achievable in relation to organisational responses to trauma. Some organisations may claim to be “trauma informed” when it would be more accurately to describe them as “trauma aware”.¹⁶ Key principles of trauma-informed care are:

Safety – ensuring physical and emotional safety

Choice – individuals have choice and control

Empowerment – prioritising enablement and skills building

Trustworthiness – task clarity, consistency, interpersonal boundaries

Collaboration – sharing decision making and power

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.

¹⁴ adapted from: Wall, Higgins, and Hunter 2016 <https://aifs.gov.au/cfca/publications/trauma-informed-care-child-family-welfare-services>

¹⁵ [NASAV Standards of Practice Manual for Services Against Sexual Violence](#)

¹⁶ NSW Agency for Clinical Innovation 2019: <https://aci.health.nsw.gov.au/networks/mental-health/trauma-informed-care>

Appendix 2. 2023 de-identified Portal Report Data

Incident No.	Person affected	Alleged person responsible	When incident occurred	Incident type*	Outcome
1	UNSW staff	Former UNSW staff	<12 months	Sexual Assault	Provided requested information including appropriate support services.
2	Member of the public	Member of the public	<72 hours	Sexual Touching	Provided requested information including appropriate support services.
3	UNSW student	UNSW student	<12 months	Sexual Touching	Provided requested information including appropriate support services.
4	Member of the public	UNSW student	<72 hours	Online Behaviours	Provided requested information including appropriate support services.
5	Member of the public	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
6	UNSW student	UNSW student	<72 hours	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
7	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
8	UNSW student	UNSW student	<72 hours	Other	Provided requested information including appropriate support services.
9	UNSW student	UNSW student	<12 months	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
10	Member of the public	Member of the public	<72 hours	Online Behaviours	Provided requested information including appropriate support services.
11	UNSW student	No Response	<72 hours	Aggression/ Threats	Provided requested information including appropriate support services.
12	Member of the public	UNSW student	<12 months	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
13	UNSW student	UNSW student	<72 hours	Other	Provided requested information including appropriate support services.
14	UNSW staff	UNSW staff	<12 months	Other	Provided requested information including appropriate support services.
15	UNSW student	UNSW staff	<12 months	Aggression/ Threats	Provided requested information including appropriate support services.
16	UNSW student	Member of the public	<72 hours	Other	Provided requested information including appropriate support services.
17	UNSW student	Member of the public	<72 hours	Sexual Touching	Anonymous - information recorded and no follow-up possible due to lack of contact details.
18	UNSW student	Member of the public	<12 months	Aggression/ Threats	Provided requested information including appropriate support services.
19	UNSW student	Member of the public	<72 hours	Online Behaviours	Provided requested information including appropriate support services.
20	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
21	UNSW student	UNSW student	<12 months	Online Behaviours	Provided requested information including appropriate support services.
22	UNSW student	Former UNSW staff	<72 hours	Unsure	Provided requested information including appropriate support services.
23	UNSW student	Member of the public	<72 hours	Online Behaviours	Provided requested information including appropriate support services.

* Incident type categorised by the reporter.

Incident No.	Person affected	Alleged person responsible	When incident occurred	Incident type*	Outcome
24	UNSW student	Member of the public	<72 hours	Sexual Assault	Provided requested information including appropriate support services.
25	UNSW student	UNSW student	<12 months	Sexual Touching	Provided requested information including appropriate support services.
26	UNSW student	Member of the public	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
27	UNSW student	Member of the public	<72 hours	Sexual Harassment	Provided requested information including appropriate support services.
28	Member of the public	UNSW student	<12 months	Sex with minor	Provided requested information including appropriate support services.
29	UNSW student	Member of the public	<12 months	Sexual Assault	Provided requested information including appropriate support services.
30	UNSW student	UNSW student	<72 hours	Bullying/ Harassment	Provided requested information including appropriate support services.
31	UNSW student	UNSW student	<72 hours	Other	Provided requested information including appropriate support services.
32	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
33	UNSW student	UNSW student	<12 months	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
34	UNSW staff	Member of the public	<12 months	Sexual Touching	Referred to Human Resources for investigation.
35	UNSW student	UNSW affiliated_ connected	<72 hours	Sexual Harassment	Provided requested information including appropriate support services.
36	UNSW student	UNSW student	<72 hours	Aggression/ Threats	Provided requested information including appropriate support services.
37	UNSW student	UNSW staff	<12 months	Information Not Available	Referred to Human Resources for investigation.
38	UNSW student	UNSW student	<12 months	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
39	UNSW affiliated/ connected	No Response	<72 hours	Other	Anonymous - information recorded and no follow-up possible due to lack of contact details.
40	Member of the public	UNSW student	<72 hours	Online Behaviours	Provided requested information including appropriate support services.
41	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
42	UNSW student	UNSW student	<12 months	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
43	UNSW student	UNSW student	<12 months	Other	Anonymous - information recorded and no follow-up possible due to lack of contact details.
44	UNSW student	Member of the public	<12 months	Sexual Assault	Provided requested information including appropriate support services.
45	UNSW student	Member of the public	<12 months	Sexual Touching	Provided requested information including appropriate support services.
46	UNSW student	Member of the public	<72 hours	Other	Provided requested information including appropriate support services.
47	UNSW staff	No Response	>1 year_<3 years	Sexual Assault	Provided requested information including appropriate support services.
48	UNSW staff	UNSW student	<72 hours	Online Behaviours	Provided requested information including appropriate support services.

* Incident type categorised by the reporter.

Incident No.	Person affected	Alleged person responsible	When incident occurred	Incident type*	Outcome
49	UNSW student	Member of the public	<12 months	Sexual Assault	Provided requested information including appropriate support services.
50	UNSW student	UNSW student	<72 hours	Sexual Act	Provided requested information including appropriate support services.
51	UNSW affiliated/ connected	UNSW student	<12 months	Sexual Act	Referred to Human Resources for investigation.
52	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
53	UNSW student	UNSW student	<12 months	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
54	UNSW student	Member of the public	<12 months	Sexual Assault	Provided requested information including appropriate support services.
55	UNSW student	Member of the public	>3 years_<5 years	Sexual Assault	Provided requested information including appropriate support services.
56	UNSW student	UNSW staff	<72 hours	Sexual Touching	Referred to CIO and HR to be assessed for investigation
57	UNSW student	Member of the public	<12 months	Online Behaviours	Provided requested information including appropriate support services.
58	UNSW student	UNSW student	<72 hours	Other	Provided requested information including appropriate support services.
59	UNSW student	Member of the public	<72 hours	Sexual Act	Provided requested information including appropriate support services.
60	UNSW student	Member of the public	<72 hours	Online Behaviours	Anonymous - information recorded and no follow-up possible due to lack of contact details.
61	UNSW student	UNSW student	<12 months	Online Behaviours	Referred to CIO to be assessed for investigation
62	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
63	UNSW student	UNSW affiliated_ connected	<12 months	Sexual Act	Anonymous - information recorded and no follow-up possible due to lack of contact details.
64	UNSW staff	UNSW affiliated_ connected	>1 year_<3 years	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
65	UNSW student	Member of the public	>3 years_<5 years	Sexual Assault	Provided requested information including appropriate support services.
66	UNSW student	UNSW student	<12 months	Sexual Assault	Referred to CIO to be assessed for investigation
67	Member of the public	UNSW student	<12 months	Online Behaviours	Provided requested information including appropriate support services.
68	UNSW student	UNSW staff	<12 months	Sexual Harassment	Referred to Human Resources for investigation.
69	Member of the public	UNSW student	>5 years	Other	Provided requested information including appropriate support services.
70	UNSW student	UNSW student	<12 months	Sexual Harassment	Anonymous - information recorded and no follow-up possible due to lack of contact details.
71	UNSW student	UNSW student	<72 hours	Other	Provided requested information including appropriate support services.
72	UNSW student	UNSW student	>1 year_<3 years	Sexual Assault	Referred to CIO to be assessed for investigation

* Incident type categorised by the reporter.

Incident No.	Person affected	Alleged person responsible	When incident occurred	Incident type*	Outcome
73	UNSW student	UNSW student	<72 hours	Sexual Harassment	Provided requested information including appropriate support services.
74	UNSW student	Member of the public	<72 hours	Sexual Harassment	Provided requested information including appropriate support services.
75	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
76	UNSW student	UNSW staff	<12 months	Sexual Harassment	Referred to CIO and HR to be assessed for investigation
77	Member of the public	Member of the public	<72 hours	Information Not Available	Provided requested information including appropriate support services.
78	UNSW student	UNSW staff	<12 months	Other	Anonymous - information recorded and no follow-up possible due to lack of contact details.
79	Member of the public	UNSW student	<72 hours	Other	Anonymous - information recorded and no follow-up possible due to lack of contact details.
80	UNSW student	UNSW student	<72 hours	Sexual Harassment	Referred to CIO to be assessed for investigation
81	Member of the public	UNSW staff	>5 years	Sexual Harassment	Referred to Human Resources for investigation.
82	Member of the public	UNSW student	<12 months	Sexual Assault	Referred to CIO to be assessed for investigation
83	UNSW student	UNSW student	<12 months	Sexual Harassment	Anonymous - information recorded and no follow-up possible due to lack of contact details.
84	UNSW student	Member of the public	N/A	Online Behaviours	Referred to CIO to be assessed for investigation
85	Alumni of UNSW	UNSW student	<12 months	Sexual Harassment	Referred to CIO to be assessed for investigation
86	UNSW student	UNSW student	>3 years_<5 years	Sexual Harassment	Provided requested information including appropriate support services.
87	UNSW student	UNSW student	<12 months	Online Behaviours	Referred to CIO to be assessed for investigation
88	UNSW student	UNSW student	<12 months	Sexual Touching	Provided requested information including appropriate support services.
89	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
90	UNSW student	UNSW staff	<12 months	Sexual Harassment	Referred to Human Resources for investigation.
91	UNSW student	UNSW student	<72 hours	Other	Anonymous - information recorded and no follow-up possible due to lack of contact details.
92	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
93	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
94	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
95	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
96	UNSW student	UNSW staff	<12 months	Online Behaviours	Provided requested information including appropriate support services.
97	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.

* Incident type categorised by the reporter.

Incident No.	Person affected	Alleged person responsible	When incident occurred	Incident type*	Outcome
98	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
99	UNSW student	Member of the public	<12 months	Other	Provided requested information including appropriate support services.
100	UNSW student	Alumni of UNSW	<12 months	Sexual Touching	Provided requested information including appropriate support services.
101	Member of the public	UNSW student	<72 hours	Other	Provided requested information including appropriate support services.
102	UNSW student	Member of the public	<72 hours	Other	Provided requested information including appropriate support services.
103	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
104	UNSW student	UNSW student	<72 hours	Other	Provided requested information including appropriate support services.
105	UNSW student	UNSW affiliated_ connected	<12 months	Sexual Harassment	Anonymous - information recorded and no follow-up possible due to lack of contact details.
106	UNSW affiliated/ connected	UNSW staff	>1 year_<3 years	Sexual Touching	Referred to Human Resources for investigation.
107	Member of the public	UNSW staff	<72 hours	Online Behaviours	Referred to Human Resources for investigation.
108	UNSW affiliated/ connected	UNSW affiliated_ connected	<72 hours	Other	Anonymous - information recorded and no follow-up possible due to lack of contact details.
109	UNSW student	UNSW affiliated_ connected	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
110	UNSW student	UNSW staff	N/A	Sexual Harassment	Referred to Human Resources for investigation.
111	UNSW student	UNSW staff	N/A	Sexual Harassment	Referred to Human Resources for investigation.
112	UNSW student	Member of the public	<72 hours	Other	Provided requested information including appropriate support services.
113	Member of the public	UNSW staff	N/A	Sexual Harassment	Referred to Human Resources for investigation.
114	UNSW student	Member of the public	<72 hours	Other	Provided requested information including appropriate support services.
115	UNSW student	UNSW staff	N/A	Sexual Harassment	Referred to Human Resources for investigation.
116	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
117	UNSW student	UNSW student	<12 months	Sexual Assault	Referred to CIO to be assessed for investigation
118	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
119	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
120	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
121	UNSW student	UNSW student	<72 hours	Other	Provided requested information including appropriate support services.
122	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
123	UNSW student	UNSW student	<12 months	Sexual Act	Referred to CIO to be assessed for investigation

* Incident type categorised by the reporter.

Incident No.	Person affected	Alleged person responsible	When incident occurred	Incident type*	Outcome
124	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
125	UNSW student	Alumni of UNSW	>3 years_<5 years	Sexual Assault	Provided requested information including appropriate support services.
126	UNSW student	Member of the public	<72 hours	Online Behaviours	Provided requested information including appropriate support services.
127	UNSW student	UNSW student	<12 months	Online Behaviours	Provided requested information including appropriate support services.
128	UNSW staff	UNSW staff	<12 months	Sexual Harassment	Anonymous - information recorded and no follow-up possible due to lack of contact details.
129	UNSW student	Member of the public	<72 hours	Other	Provided requested information including appropriate support services.
130	UNSW student	UNSW affiliated_ connected	<12 months	Sexual Touching	Provided requested information including appropriate support services.
131	UNSW student	UNSW affiliated_ connected	<12 months	Sexual Touching	Referred to Human Resources for investigation.
132	UNSW student	UNSW student	<72 hours	Other	Provided requested information including appropriate support services.
133	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
134	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
135	UNSW student	No Response	<72 hours	Other	Provided requested information including appropriate support services.
136	UNSW affiliated/ connected	UNSW affiliated_ connected	<12 months	Sexual Harassment	Referred to Human Resources for investigation.
137	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
138	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
139	UNSW student	UNSW staff	<12 months	Sexual Harassment	Referred to Human Resources for investigation.
140	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
141	UNSW student	UNSW student	>1 year_<3 years	Other	Provided requested information including appropriate support services.
142	UNSW student	UNSW student	<72 hours	Sexual Harassment	Provided requested information including appropriate support services.
143	UNSW student	UNSW student	<72 hours	Other	Provided requested information including appropriate support services.
144	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
145	UNSW student	UNSW student	<72 hours	Online Behaviours	Provided requested information including appropriate support services.
146	Member of the public	UNSW student	<12 months	Other	Referred to CIO to be assessed for investigation
147	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
148	UNSW student	Member of the public	>1 year_<3 years	Sexual Harassment	Provided requested information including appropriate support services.
149	UNSW student	UNSW student	<12 months	Other	Referred to CIO to be assessed for investigation

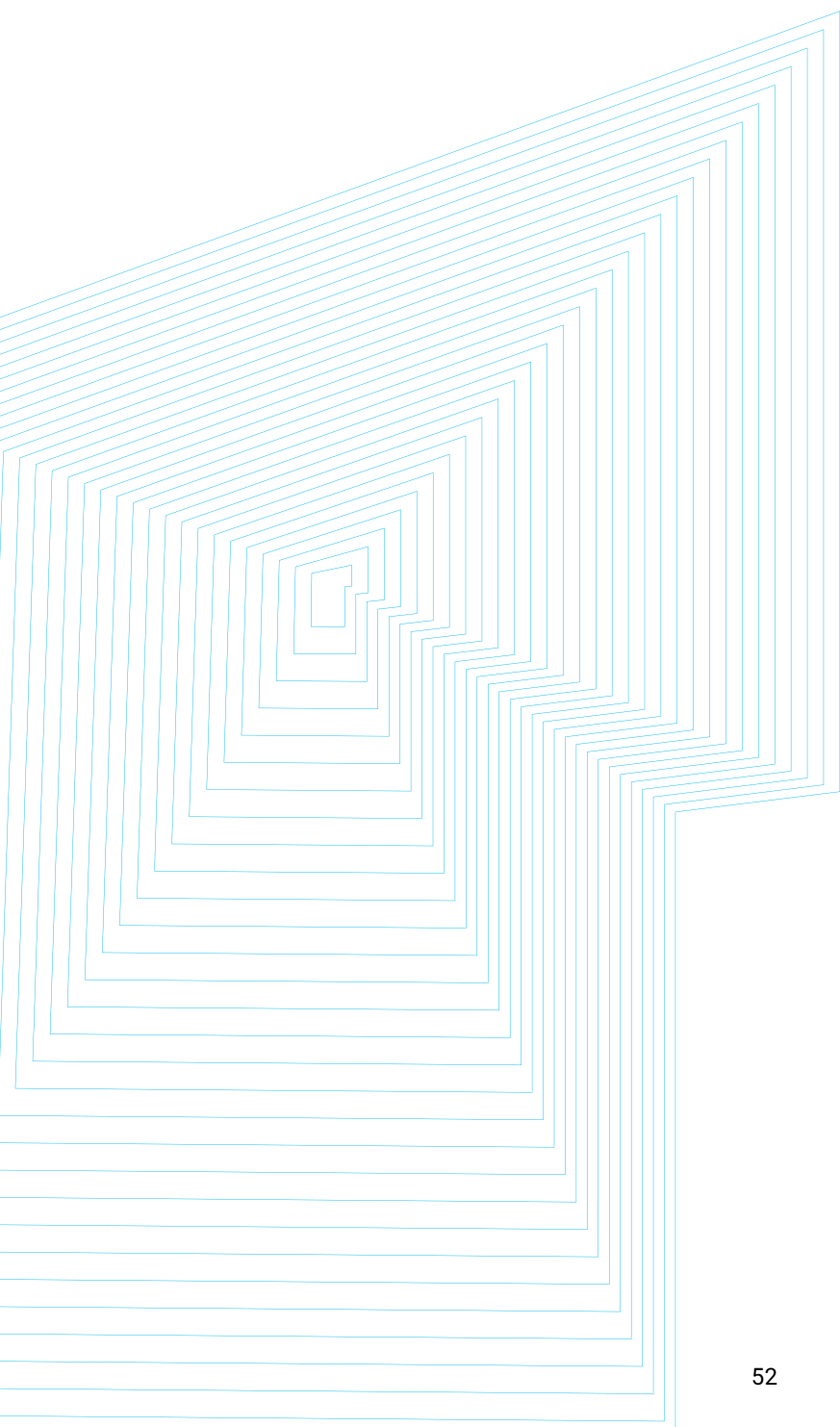
* Incident type categorised by the reporter.

Incident No.	Person affected	Alleged person responsible	When incident occurred	Incident type*	Outcome
150	UNSW staff	UNSW staff	<72 hours	Sexual Harassment	Provided requested information including appropriate support services.
151	UNSW student	Alumni of UNSW	<12 months	Other	Provided requested information including appropriate support services.
152	UNSW student	Member of the public	<72 hours	Sexual Harassment	Provided requested information including appropriate support services.
153	UNSW student	UNSW student	>1 year_<3 years	Sexual Assault	Provided requested information including appropriate support services.
154	UNSW staff	UNSW staff	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
155	UNSW student	Member of the public	<72 hours	Other	Provided requested information including appropriate support services.
156	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
157	UNSW student	UNSW student	<12 months	Information Not Available	Anonymous - information recorded and no follow-up possible due to lack of contact details.
158	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
160	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
159	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
161	Member of the public	UNSW student	N/A	Other	Provided requested information including appropriate support services.
162	UNSW student	UNSW student	<12 months	Sexual Assault	Anonymous - information recorded and no follow-up possible due to lack of contact details.
163	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
164	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
165	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
166	UNSW student	UNSW student	<12 months	Other	Provided requested information including appropriate support services.
167	UNSW student	No Response	<12 months	Sexual Assault	Provided requested information including appropriate support services.
168	UNSW student	UNSW student	<12 months	Other	Anonymous - information recorded and no follow-up possible due to lack of contact details.
169	UNSW student	UNSW student	>1 year_<3 years	Sexual Assault	Provided requested information including appropriate support services.
170	UNSW student	UNSW affiliated_ connected	<12 months	Online Behaviours	Referred to Human Resources for investigation.
171	UNSW student	Member of the public	<72 hours	Other	Anonymous - information recorded and no follow-up possible due to lack of contact details.
172	UNSW student	UNSW staff	>3 years_<5 years	Other	Referred to Human Resources for investigation.
173	UNSW student	Member of the public	<12 months	Other	Provided requested information including appropriate support services.
174	UNSW student	UNSW student	<12 months	Other	Referred to CIO to be assessed for investigation

* Incident type categorised by the reporter.

Incident No.	Person affected	Alleged person responsible	When incident occurred	Incident type*	Outcome
175	UNSW staff	Member of the public	<12 months	Other	Provided requested information including appropriate support services.
176	UNSW student	UNSW student	<12 months	Sexual Assault	Provided requested information including appropriate support services.
177	UNSW student	Member of the public	<72 hours	Sexual Assault	Provided requested information including appropriate support services.
178	UNSW student	UNSW student	<12 months	Sexual Harassment	Provided requested information including appropriate support services.
179	UNSW student	UNSW student	<12 months	Sexual Harassment	Referred to CIO to be assessed for investigation
180	UNSW staff	Member of the public	<12 months	Unsure	Provided requested information including appropriate support services.

* Incident type categorised by the reporter.



Appendix 3. 2023 de-identified Psychology & Wellness Data

Incident No.	Person affected	Alleged person responsible	Incident type*	Approximately when	In Portal
1	student	known person	sexual assault	< 1 month ago	no
2	student	known person	domestic violence	2023	no
3	student	known person	sexual assault	historical	unsure
4	student	known person	sexual assault	2019	unsure
5	student	unsure	sexual assault	2020	no
6	student	known person	sexual harassment	2023	no
7	student	known person	sexual harassment	current	unsure
8	student	unknown person	sexual harassment	current	unsure
9	student	known person	sexual assault	current	no
10	student	known person	sexual assault	unknown	no
11	student	known person	sexual harassment	> 7 years ago	no
12	student	known person	sexual assault	current	no
13	student	unknown person	sexual assault	unknown	no
14	student	unknown person	sexual assault	unknown	no
15	student	unknown	sexual assault	historical	no
16	student	known person	DV/FV	current	no
17	student	known person	DV/FV	unknown	no
18	person known to student	unknown person	sexual assault	historical	no
19	student	known person	DV/FV	unknown/current	no
20	student	known person	DV/FV	historical	no
21	student	unknown person	sexual assault	> 1 year ago	no
22	student	known person	sexual assault	2022	no
23	student	unknown person	sexual assault	> 8 years ago	no
24	student	unknown person	sexual assault	unsure	no
25	student	known person	DV/FV	unsure	no
26	student	known person	sexual assault	> 15 years ago	no
27	student	known person	sexual assault	2022	no
28	student	known person	DV/FV	> 2 years ago	no
29	student	other	sexual assault	> 15 years ago	no
30	student	known person	sexual assault	2019	no
31	student	unknown person	sexual assault	8 years ago	no
32	student	known person	sexual assault	2022	no
33	student	known person	sexual assault	unknown	no
34	person known to student	known person	sexual assault	1 year ago	yes
35	student	known person	sexual assault	1 year ago	yes
36	student	unknown person	sexual assault	unknown	yes
37	student	unknown person	sexual assault	historical	no
38	student	known person	sexual assault	unknown	unsure
39	student	known person	sexual assault	2023	no
40	person known to student	known person	DV/FV	2023	no
41	person known to student	other	sexual assault	2023	yes
42	person known to student	known person	sexual assault	unknown	unsure
43	person known to student	known person	sexual assault	unknown	unsure

* Incident type categorised by Psychology and Wellness staff.

Incident No.	Person affected	Alleged person responsible	Incident type*	Approximately when	In Portal
44	person known to student	other	sexual assault	unknown	no
45	person known to student	known person	sexual assault	2023	no
46	person known to student	known person	sexual assault	> 1 year ago	no
47	person known to student	known person	DV/FV	current	no
48	person known to student	known person	sexual harassment	2023	no
49	person known to student	known person	DV/FV	historical	no
50	student	known person	sexual assault	unknown	unsure
51	person known to student	known person	DV/FV	unknown	no
52	person known to student	other	sexual assault	historical	no
53	person known to student	other	sexual assault	last year	no
54	student	known person	sexual assault	2022	unsure
55	student	known person	sexual assault	2 weeks	no
56	student	unknown person	unknown	current	no
57	student	unknown person	unknown	current	yes
58	person known to student	known person	sexual assault	7 months ago	unsure
59	person known to student	other	sexual assault	1 year	no
60	person known to student	other	DV/FV	historical	no
61	person known to student	other	sexual assault	2023	no
62	person known to student	other	sexual assault	historical	no
63	person known to student	known person	DV/FV	within past 3 years	no
64	person known to student	known person	sexual assault	within past 3 years	no
65	student	known person	sexual harassment	current	no
66	student	unknown person	sexual assault	2022	no
67	student	known person	DV/FV	current	no
68	person known to student	unknown person	sexual harassment	current	no
69	student	other	sexual assault	unknown	unsure
70	student	other	sexual assault	1 year	no
71	student	known person	sexual harassment	Historical and current	no
72	student	known person	DV/FV	current	no
73	student	known person	DV/FV	2023	no
74	student	known person	DV/FV	2023	unsure
75	student	other	DV/FV	current	no
76	student	known person	DV/FV	current	no
77	student	known person	DV/FV	current	no
78	student	known person	DV/FV	unknown	unsure
79	student	known person	DV/FV	current	no
80	student	other	DV/FV	unknown	unsure
81	student	other	DV/FV	unknown	no
82	student	other	DV/FV	unknown	unsure
83	student	known person	DV/FV	historical	unsure
84	student	known person	DV/FV	unknown	unsure
85	student	known person	DV/FV	unknown	unsure
86	student	known person	sexual assault	unknown	unsure
87	student	unknown person	sexual assault	historical	no
88	student	known person	DV/FV	unsure	no
89	student	known person	DV/FV	unsure	unsure
90	student	known person	DV/FV	unknown	unsure
91	person known to student	other	sexual assault	unsure	unsure

* Incident type categorised by Psychology and Wellness staff.

Incident No.	Person affected	Alleged person responsible	Incident type*	Approximately when	In Portal
92	student	known person	DV/FV	current	unsure
93	student	known person	DV/FV	current	unsure
94	student	known person	sexual assault	unknown	no
95	student	other	sexual harrasment	current	unsure
96	student	known person	DV/FV	historical	unsure
97	student	unknown person	sexual assault	historical	no
98	student	known person	DV/FV	historical	unsure
99	student	other	DV/FV	historical	no
100	student	other	sexual assault	historical	no
101	student	other	DV/FV	current	no
102	student	known person	sexual assault	7 years ago	no
103	student	other	sexual assault	unknown	unsure
104	student	other	sexual harrasment	unknown	yes
105	student	unknown person	sexual harrasment	unknown	yes
106	student	unknown person	sexual assault	Historical and current	unsure
107	student	known person	DV/FV	historical	unsure
108	student	known person	DV/FV	historical	unsure
109	student	other	sexual assault	unknown	unsure
110	student	other	DV/FV	current	unsure
111	student	known person	sexual harrasment	>1year	unsure
112	student	known person	DV/FV	2023	unsure
113	student	known person	unknown	historical	unsure
114	student	known person	sexual assault	1 year	unsure
115	student	other	sexual assault	current	no
116	student	known person	DV/FV	2023	unsure
117	student	known person	DV/FV	unsure	unsure
118	student	other	sexual assault	unsure/ historical	unsure
119	student	known person	sexual harrasment	current	unsure
120	student	other	sexual assault	>3 years ago	unsure
121	student	other	sexual assault	unknown	unsure
122	student	other	sexual harrasment	2023	unsure
123	student	known person	DV/FV	unsure	unsure
124	student	other	DV/FV	unsure	unsure
125	student	other	unknown	unsure	unsure
126	person known to student	known person	DV/FV	Last 3 years	unsure
127	person known to student	known person	sexual harrasment	2023	yes
128	student	known person	sexual assault	unsure	unsure
129	person known to student	other	sexual assault	2023	unsure
130	person known to student	known person	sexual assault	>1year	no
131	person known to student	known person	sexual assault	>1year	no
132	person known to student	known person	DV/FV	10+ years ago	no
133	person known to student	unknown person	sexual assault	4 years ago & approx. 8 years ago	unsure
134	student	known person	sexual assault	2023	yes
135	student	other	sexual assault	unknown	no
136	student	known person	DV/FV	historical	no
137	student	known person	sexual assault	2019	yes
138	student	known person	sexual assault	1 year ago approx	unsure
139	student	known person	sexual assault	2023	unsure

* Incident type categorised by Psychology and Wellness staff.

Incident No.	Person affected	Alleged person responsible	Incident type*	Approximately when	In Portal
140	student	other	sexual assault	unknown	unsure
141	student	known person	sexual assault	unknown	unsure
142	person known to student	known person	sexual assault	historical	no
143	student	known person	DV/FV	current	unsure
144	student	other	unknown	unknown	unsure
145	student	other	unknown	unknown	unsure
146	student	known person	sexual harassment	unknown	unsure
147	student	known person	DV/FV	current	unsure
148	student	known person	DV/FV	unknown	unsure
149	student	other	sexual harassment	unsure	unsure
150	student	other	DV/FV	unsure	no
151	student	known person	sexual assault	2022	unsure
152	student	known person	sexual assault	2021	no
153	student	other	sexual assault	2023	no
154	student	other	DV/FV	2022-2023	no
155	student	known person	DV/FV	2023	yes
156	student	other	DV/FV	2023	no
157	student	known person	sexual harassment	2023	no
158	student	known person	sexual assault	2023	no
159	student	known person	sexual harassment	2023	no
160	student	known person	DV/FV	>3 years ago	no
161	student	known person	DV/FV	Recently	no
162	student	unknown person	sexual assault	2023	no
163	student	other	unknown	2023	no
164	student	known person	DV/FV	unknown	yes

* Incident type categorised by Psychology and Wellness staff.

