



VICE-CHANCELLOR'S GENDER EQUITY AND RESPECTFUL RELATIONSHIPS ADVISORY COMMITTEE (GEARRAC)

PURPOSE

To report on sexual harassment and sexual offence complaints of incidents received by the Complaints Resolution Unit (CRU) for the first two quarters of 2023.

BACKGROUND

The Complaints Resolution Unit (CRU) receives and reports on various types of complaints, including those relating to sexual harassment and other sexual offences.

DATA

Table 1 sets out the number of complaints of incidents of sexual harassment and other sexual offences received between January 1st and June 30th in 2023, compared to the same period in 2022 and 2021.

	2021	2022	2023
Sexual Harassment	6	7*	7
Sexual Assault	3	2	3
Total	9	9	10

*One incident involved 21 reports of sexual harassment made by students who were exposed to online sexual material accidentally shared in class by a staff member in one incident.

Table 2 sets out the alleged offender type for the first two quarters of 2023.

Alleged Offender Type	Sexual Harassment	Sexual Assault	Total
Staff	1	1	2
Student	5	2	7
Other	1	-	1
Total	7	3	10

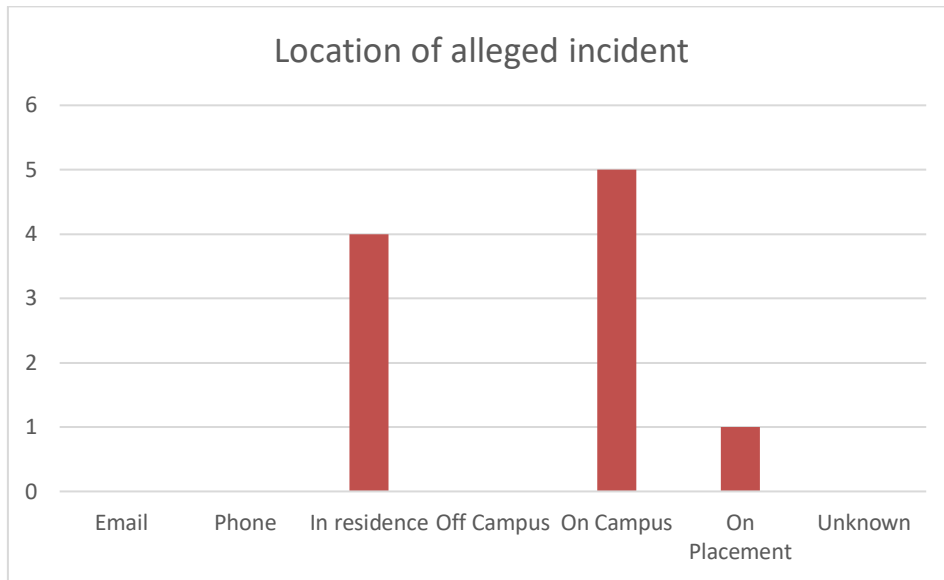
Table 3 sets out then gender of the person who experienced harm.

Table 3

Female	7
Male	3
Unknown	0
Gender non-confirming/non-binary	0
TOTAL	10

Table 4 sets out the disclosed location of the alleged incident.

Table 4



DISCUSSION

Students at WSU are now given the option of either disclosing or reporting an incident. As per the NSSS outcomes and consistent with a trauma-informed approach, options should be available for affected persons to not take formal action through a formal process if they do not wish to do so. Disclosure of an incident allows for all supports to be provided without pursuance of a formal misconduct process.

Table 5 sets out the reasons why an affected person chose not to pursue formal action.

Table 5

Wants the university to know and does not wish to pursue anything formal further because:

<ul style="list-style-type: none"> Unsure if incident was sexual misconduct Afraid of retaliation
<ul style="list-style-type: none"> Not confident that effort and emotional toll from process is worth it
<ul style="list-style-type: none"> Just wants to get on with their life
<ul style="list-style-type: none"> Combination of any or all of the above

Table 6 sets out the supports offered to all affected persons. Counselling support was offered to all reporters who were not affected persons.

Table 6

Referral to WSU counselling services

Academic/ administrative support

Student Case Coordinator support to link in with university services and to provide advocacy support and information regarding disciplinary options

Accommodation support if relevant

Information and support with formal reporting - police

Information and referral to support to Rape Crisis Centre or other external counselling

OUTCOMES

Complaints of Harassment by Staff

Details

Outcome

Formal report by affected person	Contract staff. No longer employed at WSU.
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Complaints of Assault by Staff

Details

Outcome

Disclosure by affected person	Affected person withdrew participation after commencement of investigation. No supportive evidence found.
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Complaints of Harassment by Student

Details

Outcome

Formal report by affected person	Sustained. Misconduct sanction
Notification by a reporter (not affected person)	Affected person did not wish to pursue
Disclosure by affected person	Affected person did not wish to pursue
Formal report by affected person	Not sustained
Disclosure by affected person	Unable to be pursued formally but informal action taken by Authorised Officer with alleged respondent

Complaints of Assault by Student

Details

Outcome

Disclosure by affected person	Affected person withdrew participation after commencement of investigation. No supportive evidence found.
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Complaints of Harassment by Other

Details

Outcome

Formal report by affected person (student) on placement	Not sustained
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RECOMMENDATION: For noting and discussion.

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