



FOI Ref No: 2019/5954

Ms Matilda Duncan
Email: foi+request-5449-4a40b8a0@righttoknow.org.au

28 June 2019

Dear Ms Duncan

I refer to your application made under the *Freedom of Information Act 1991* (the FOI Act) on 29 May 2019 for access to 2018 statistics relating to reports of sexual assaults and harassment.

In response, I am able to provide the following details.

1. The total number of sexual assault/sexual harassment/sexual misconduct complaints made to the University of Adelaide in 2018.

There were 12 complaints. Of these, 3 complaints involved third parties with no connection to the University.

1. The number of sexual assault/sexual harassment/sexual misconduct complaints made to the University of Adelaide alleging a staff member as responsible in 2018.

There were 4 complaints.

2. The number of sexual assault/sexual harassment/sexual misconduct complaints alleging a student as responsible in 2018.

There were 5 complaints.

3. The number and nature of any disciplinary actions taken in relation to incidents of alleged sexual assault/sexual harassment/sexual misconduct in 2018:

Category	Number	Disciplinary action
Sexual assault	4	<ul style="list-style-type: none">Alleged offender was not enrolled at the University at time of incident (former student/third party).Allegations were investigated and denied by alleged offender. Alleged offender was required to cease contact with complainant while of campus or in association with University activity. Complainant was encouraged to report matter to the SA Police.Allegations were investigated and complainant reported matter to the SA Police.Allegations were investigated and complainant reported matter to the SA Police. The matter was referred to the University's HR Branch for investigation. Member of staff separated from the University.

Sexual Harassment	8	<ul style="list-style-type: none"> • Alleged offender was a third party. • Alleged offender was a third party. • Staff member provided with letter of allegations and recommendation for termination of employment was implemented. Vice Chancellor terminated employment. • Alleged offender could not be identified from evidence provided. • Complainant requested that no disciplinary action be taken against alleged offender. • Alleged offender was provided with a formal warning to cease behaviour. Repeat behaviour led to a referral to the University's Student Misconduct Tribunal and a penalty of expulsion from the University. • Staff member received a letter regarding inappropriate behaviour from Head of School. • External investigator appointed by HR to investigate all allegations. Staff member subsequently resigned.
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Please note that in all instances the University's procedure ensures all complainants are actively offered Counselling Support.

5. The number and nature of disciplinary actions taken against students in relation to plagiarism offenses in 2017

Category	Number	Disciplinary action
Plagiarism	1	<ul style="list-style-type: none"> • An undergraduate student was suspended from their program of study and excluded from the University for a 12 month period.

6. Information on any strategies implemented in the last year by the University to tackle the problem of sexual harassment and sexual violence in the university community.

Action	Date
Regular reporting of Safer Campus Community initiatives made to various boards and senior management of the University.	Ongoing
Employed a full-time Project Office for 6 months to work on implementing the University's Respect. Now. Always. Action Plan	May 2018
Made 'Walking in Rainbow Shoes' online training available on the Safer Campus Community Website	July 2018
Student Focus Groups held regarding the incident reporting process and a review of how easily accessible information is on the University website.	July 2018
Implemented automatic course invitations (prompting enrolment) for Consent Matters for all undergraduate commencing students. Regular reminders sent to those yet to accept the invitation or complete the quiz. Opt out option available for students that request it.	July 2018
Established a (limited term) working group for Staff and Student Training and International Students to discuss initiatives and implementation.	July 2018
Safer Campus Community website updated to improve usability based on focus group feedback	July 2018

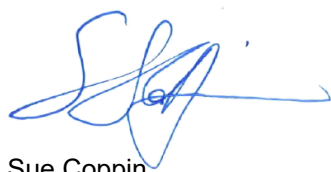
Worked with Clubs (administered by Adelaide University Union) and AU Sport to update local documents and resources to ensure that information is aligned with University Safer Campus Community information.	July 2018
Printed new Safer Campus Community postcards for distribution in S2, 2018	July 2018
Presented Safer Campus Community information at S2, 2018 Orientation Week Welcome Talks.	July 2018
Purchased a licence for Responding to Disclosures of Sexual Violence – online staff training modules from Epigeum and commenced work to contextualise these for South Australia / the University of Adelaide	July 2018
Review of 'all gender' toilet signage – campus maps and physical signage updated accordingly.	July - August 2018
Updated the 'Preferred Name Change' form to allow students to change their preferred name to one that reflects and expresses their gender, culture and social identity. A communication was sent in Staff News and Student News.	July 2018
Face-to-face First Responder training delivered to key staff/student leaders and interested staff.	August - November 2018
Presented to all students running in student elections about the importance of Safer Campus Community, particularly in relation to their conduct and responsibilities as student leaders.	August 2018
Held focus groups with International Students to gain feedback on informational/marketing materials that relate to Respect. Now. Always. / Safer Campus Community.	September 2018
Created a 'Report an Incident Flowchart' to better demonstrate the flow of events for students: https://www.adelaide.edu.au/safer-campus-community/sites/default/files/docs/report_incident_flowchart.pdf	October 2018
Created a set of FAQ for the Safer Campus Community website in relation to making a report: https://www.adelaide.edu.au/safer-campus-community/report-an-incident/what-happens-when-i-report-to-the-university	October 2018
Created a statement of rights for both the Complainant and the Alleged Offender and made is available online: https://www.adelaide.edu.au/safer-campus-community/sites/default/files/docs/Action%20%2361%20RNA-Statement%20of%20Rights%20v3.pdf	October 2018
Included questions on understanding and reporting Sexual Harassment and Sexual Assault in the Student Wellbeing Survey S2, 2018 (approx. 1000 participants)	October 2018
Created 'Inclusive Language Guidelines' to encourage accurate, fair and respectful use of language. Widely circulated (including via Staff News and Student News, and available online: https://www.adelaide.edu.au/safer-campus-community/inclusive-language-guidelines-0	October 2018
Reviewed the online Consent Matters module and renamed it 'Yes Means Yes' and updated the images to make it more appealing to students prior to the S1, 2019 intake.	November 2018
Created 'Responding to Students in Distress' resources for use by AU Sport	December 2018
Updated the UA Student app to include access to 'Emergency Assistance', 'Not Coping?' and 'Campus Safety' information.	December 2018
Developed 'Unwanted Sexual Behaviour is Never OK' poster, aimed at International Students.	December 2018

Developed 'See it, Stop it' poster, promoting Bystander Awareness	December 2018
Rolled out the University Afterhours Crisis Line (phone and text support) and promoted it through posters and student communications.	January 2019
Included Safer Campus Community information in the 2019 Student Guide, aimed at commencing students.	February 2019
Presented Safer Campus Community information at S1, 2019 Orientation Week Welcome Talks.	February 2019
Distributed 'See it, Stop it' 'Unwanted Sexual Behaviour is Never OK' and 'University Crisis Line' posters across campus.	March 2019
Safer Campus Community banner featured on University of Adelaide website homepage and made more prominent on the Current Students landing page.	March 2019
Encouraged students, through various promotion tools, to download the UA student app which includes access to 'Emergency Assistance', 'Not Coping?' and 'Campus Safety' information.	March 2019
Ran a 'Safer Campus Community' feature in Student News for 3 consecutive weeks. Messaging included; 'Feeling Unsafe is Never OK, Seek Support then Report' and 'Unwanted Sexual Behaviour is Never OK'	March 2019
Student Volunteers held a stall in Hub Central encouraging students to report incidents and directing them to the reporting process	March 2019
Reached out to student clubs and asked them to provide Consent/Bystander information and Responsible Drinking information on their Pubcrawl event pages (i.e. Facebook)	April - May 2019
Created 2019 ALLY training sessions	May 2019
Standalone Sexual Assault and Sexual Harassment Policy out for consultation.	June 2019
Ran training / information sessions on sexual health information and reporting options (including O-week, student leaders and IS)	Feb, April 2019
Collaborating with Yarrow Place to co-present 'Recognise and Respond' training sessions at UoA, ensuring University specific information is included	ongoing
Working in partnership with specialist workers at UniSA and Flinders Uni to plan Bystander training for students	June 2019
Started a network of staff reps (First Responders) across all faculties, meeting regularly for information/ updates	April 2019

If you are unhappy with this determination you are entitled to apply for an internal review in accordance with section 29 of the FOI Act. To make an internal review application, please return the attached form within 30 (calendar) days after you receive this letter.

Should you require any further information please contact me on telephone (08) 8313 5184 or email foi@adelaide.edu.au.

Yours sincerely



Sue Coppin
Accredited FOI Officer
University of Adelaide