

Student Sexual Assault and Sexual Harassment Policy

Purpose

1. This Policy outlines Global Higher Education's (GHE) stance and general approach to sexual misconduct matters for students and in doing so how GHE meets its obligations under the *Australian Human Rights Commission Act 1986* (Commonwealth), the *Sex Discrimination Act 1984*, Australia (Commonwealth) and the *Equal Opportunity Act 1984* (SA) as well as the requirements under Standard 2.3 (Wellbeing and Safety) of the *Higher Education Standards Framework (Threshold Standards) 2021*.

Scope

2. This Policy applies to:
 - a) all prospective and current students of GHE;
 - b) any activity that is associated with GHE no matter where and when it takes place. In addition to direct course-related activity the Policy applies to all functions and places that are education-related, including (but not limited to) events on and off-campus, conferences, religious celebrations, student functions and any associated online presence and engagement.
3. This Policy should be read in conjunction with the:
 - a) **Student Non-Academic Conduct and Misconduct Policy**;
 - b) **Human Resources Framework** (conduct and discipline provisions for staff).

Definitions

4. Definitions for key terms are presented in the Glossary of Terms which may be accessed on the GHE website at <https://www.globalhe.edu.au/policy>
5. However, the following key terms are defined for clarification of this Policy:
 - a) sexual assault – means an act in which a person intentionally sexually touches another person without that person's consent or coerces or physically forces a person to engage in a sexual act against their will;
 - b) sexual harassment - means unwelcome conduct of a sexual nature, which makes a person feel offended, humiliated or intimidated.

Suite documents

6. This Policy is linked to the Student Sexual Assault and Sexual Harassment Procedure.

Policy

Principles

7. GHE has zero tolerance for all forms of sexual assault and sexual harassment (SASH) and is committed to achieving and maintaining safe environments for learning.
8. All GHE students must comply with Australian law in relation to SASH.

10. GHE will take all reasonable steps to ensure that:
 - a) it is providing a safe environment free from unacceptable behaviour;
 - b) all students are treated in accordance with GHE values, policies and procedures.
11. GHE seeks to provide a teaching and learning environment that is:
 - a) underpinned by a safe, inclusive and respectful culture;
 - b) supportive of individual learning and career goals.
12. GHE's procedures for handling SASH complaints are based on confidentiality, impartiality, procedural fairness, protection from victimisation and prompt resolution.
13. To ensure effective communication, education and enforcement of this Policy and students' and staff understanding of their responsibilities, GHE:
 - a) includes SASH awareness and violence prevention modules in student orientation presentations;
 - b) ensures that information concerning sexual assault and harassment is clearly available in all key GHE communication channels;
 - c) conducts training and awareness sessions for staff on a regular basis.
14. Staff with specific responsibilities under this Policy will receive dedicated training for their roles.

Breach of policy

15. If any student or staff member fails to abide by the relevant policies and commits, condones or encourages any form of sexual assault or sexual harassment, they will be subject to disciplinary or criminal procedures as appropriate.

Associated information

Related Internal Documents	<p>Student Sexual Assault and Student Harassment Procedure</p> <p>Critical Incidents Policy</p> <p>Quality Assurance Policy</p> <p>Student Complaints, Grievances and Appeals Policy</p> <p>Student Diversity and Equity Policy</p> <p>Student Non-Academic Conduct and Misconduct Policy</p> <p>Student Wellbeing, Orientation and Support Policy</p> <p>Work-Integrated Learning Placement Policy</p> <p>Glossary of Terms</p>
Related Legislation, Standards and Codes	<p><i>Tertiary Education and Quality Standards Agency Act 2011</i></p> <p><i>Higher Education Standards Framework (Threshold Standards) 2021</i></p> <p>TEQSA Guidance Note: <i>Wellbeing and Safety</i>, Version 1.2</p> <p>Universities Australia, <i>Guidelines for University Responses to Sexual Assault and Sexual Harassment</i></p> <p><i>Australian Human Rights Commission Act 1986</i> (Cth),</p> <p><i>Sex Discrimination Act 1984</i>, Australia (Cth)</p> <p><i>Equal Opportunity Act 1984</i> (SA)</p>
Date Approved	1 May 2020
Date of Effect	1 May 2020
Date of Review	June 2026
Approval Authority	Board of Directors
Policy Custodian	Chief Executive Officer
PinPoint DocID	2694

Change history

Version Control	Version 1.2	
Change Summary	15-Apr-20	V1.0 Draft approved by Board of Directors (BoD) 1 May 2020
	24-July-20	V1.1 Administrative updates
	8-Jul-23	V1.2 administrative updates following TEQSA registration

Warning - Document uncontrolled when printed! The current version of this document is maintained on the GHE website at <https://www.globalhe.edu.au/policy>