

GIPA2023/05 – Released set of information

Scope:

- Reports, statistics, executive and Council minutes, and internal correspondence to the Vice-Chancellor or Security
- Relating to physical assault, sexual assault or misconduct, and indecent filming.
- Covering between 2021-2023

Sexual and physical assault / incident report summary data

2021 - 7/6/2023

Aggregated data

Year	2021	66
	2022	71
	2023^	27
Location	Off Campus	147
	On Campus	17
Victim Gender	Female	144
	Male	18
	Unknown	2
Alleged Offender Gender	Male	80
	Female	54
	More than one offender (All male)	14
	More than one offender (not disclosed)	1
	Unknown	15
Allegation (Crime Type)*	Sexual Harassment	53
	Peeping / Prying	2
	Filming Person's Private Parts	3
	Intimate Image Abuse	3
	Sexual Act	2
	Sexual Touching	43
	Sexual Assault	73
Reported to Police	Yes	30
	No	118
	Unknown	16

^ as at 7/6/2023.

* Each incident may involve more than one type of alleged sexual harm

Incident summaries

Year	Location	Victim status	Victim gender	Alleged offender gender	Allegation	Action taken [** = information redacted]	Police referral
2021	Off Campus	Student	Female	Male	Sexual Touching	Referral to UTS Counselling	No
2021	Off Campus	Student	Female	Male	Sexual Touching	Referral to private therapist, Advice about assistance available, Referral to UTS counselling	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Referral to private therapist, Advice about assistance available, Medical assistance	Yes
2021	Off Campus	Student	Female	Male	Sexual Assault	Referral to private therapist	No
2021	Off Campus	Student	Female	Male	Filming person's private parts, Intimate image abuse	The respondent reported immediately to the police ** and received support from UTS Counselling.	Yes
2021	Off Campus	Student	Female	Male	Sexual Touching	Referral to UTS Counselling	No
2021	Off Campus	Student	Female	Male	Sexual Touching	Advice about assistance available	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Other: Counselling support provided	Yes
2021	Off Campus	Student	Female	Male	Sexual Harassment	Advice about assistance available, Other: Counselling support provided	No
2021	Off Campus	Student	Female	Male	Sexual Harassment	Advice about assistance available, Other: Counselling support provided	No
2021	Off Campus	Student	Male	Male	Sexual Touching	Referral to UTS Counselling	No
2021	Off Campus	Student	Female	Female	Sexual Act	Other: *** support assistance	No
2021	Off Campus	Student	Female	Male	Sexual Touching	Referral to UTS Counselling	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Referral to private therapist	Yes
2021	Off Campus	Student	Female	Male	Sexual Harassment	Advice about assistance available, Other: EAP Provider **	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Referral to UTS Counselling	Yes
2021	Off Campus	Student	Female	Unknown	Sexual Harassment	Referral to UTS Counselling	Unknown
2021	Off Campus	Student	Female	Male	Sexual Assault	Referral to private therapist, Medical assistance, Other: ** family GP appointment; ** Student advised recommended to speak to a Counsellor at time, but did not.**	No
2021	Off Campus	Student	Male	Male	Sexual Assault	Other: Offered ongoing counselling and declined	Yes
2021	Off Campus	Student	Female	Unknown	Sexual Assault	Referral to UTS Counselling	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Referral to private therapist ,Referral to UTS counselling	Unknown
2021	Off Campus	Student	Female	Unknown	Sexual Assault	Referral to private therapist ,Referral to UTS counselling	Yes
2021	Off Campus	Student	Female	Male	Sexual Assault	-	No

2021	Off Campus	Student	Female	Male	Sexual Assault	Referral to UTS Counselling	Yes
2021	Off Campus	Student	Female	Male	Sexual Assault	Other: ** engaged with UTS Counselling	No
2021	Off Campus	Student	Female	Male	Sexual Touching	Other: ** engaged with UTS Counselling	Yes
2021	Off Campus	Student	Female	Male	Sexual Assault	Referral to private therapist, Advice about assistance available	No
2021	Off Campus	Student	Female	Male	Sexual Touching	Referral to UTS Counselling	Yes
2021	On Campus	Student	Male	Male	Filming Person's Private Parts, Peeping or Prying	Advice about assistance available, Referral to UTS Counselling, UTS Security support, Other: Referral **	Yes
2021	Off Campus	Student	Female	Male	Sexual Harassment	Advice about assistance available, Referral to UTS Counselling, Other: Student has contacted local Manager ** for assistance.	No
2021	Off Campus	Student	Female	Male	Sexual Harassment	Advice about assistance available, Referral to UTS Counselling	Unknown
2021	Off Campus	Student	Female	Male	Sexual Assault	Other: Has been using sexual assault service for counselling	No
2021	Off Campus	Student	Female	More than one offender - all male	Sexual Assault	Other: **engaged with UTS Counselling	No
2021	On Campus	Student	Female	Male	Sexual Touching	The respondent is seeing a psychologist outside UTS to help her deal with this trauma.	Yes
2021	Off Campus	Student	Female	Male	Sexual Touching	The respondent is seeing a psychologist outside UTS to help her deal with this trauma.	Yes
2021	Off Campus	Student	Female	Male	Sexual Touching	Advice about assistance available, Referral to UTS counselling	No
2021	Off Campus	Student	Male	Male	Sexual Assault	Referral to private therapist, Medical assistance	No
2021	Off Campus	Student	Female	Male	Sexual Harassment	Advice about assistance available, Referral to UTS counselling	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Referral to UTS counselling	No
2021	Off Campus	Student	Female	Male	Sexual Assault, Sexual Harassment	Referral to UTS Counselling	Yes
2021	Off Campus	Student	Female	Male	Sexual Touching	Advice about assistance available	Unknown
2021	Off Campus	Student	Female	Male	Sexual Harassment	Advice about assistance available, Referral to UTS counselling	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Referral to UTS Counselling	Unknown
2021	Off Campus	Student	Female	Male	Sexual Touching	Advice about assistance available, Referral to UTS counselling	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Referral to private therapist	Unknown
2021	Off Campus	Student	Female	Male	Sexual Assault	Other: Used ** counselling Service	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Referral to UTS Counselling	No
2021	Off Campus	Student	Female	Unknown	Sexual harassment, Sexual Assault	Referral to private therapist, Referral to UTS Counselling	Unknown
2021	Off Campus	Student	Female	Unknown	Sexual Assault	Advice about assistance available	No
2021	Off Campus	Student	Female	Male	Sexual Harassment, Sexual Touching	Advice about assistance available, Referral to UTS Counselling, Other: Student reported the matter to ** UTS Manager attending meeting with the student	No

2021	Off Campus	Other	Female	Male	Sexual Assault	Advice about assistance available, Other: As person is not a UTS staff or student have provided external assistance	Yes
2021	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Other: Student provided follow up email with further evidence; ** provided links to UTS Counselling and other supports for sexual assault, also a link to the privacy statement.	Yes
2021	Off Campus	Student	Male	Female	Sexual Assault	Advice about assistance available, Referral to UTS Counselling	No
2021	Off Campus	Student	Female	Male	Sexual Touching	Advice about assistance available, Referral to UTS Counselling	No
2021	Off Campus	Student	Female	Male	Sexual Touching	Advice about assistance available, Referral to UTS Counselling	No
2021	Off Campus	Student	Female	Male	Sexual Harassment, Sexual Touching	Advice about assistance available, Referral to private therapist	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Referral to private therapist	No
2021	Off Campus	Student	Female	Unknown	Sexual Harassment	Advice about assistance available	No
2021	Off Campus	Student	Female	Male	Sexual Touching	Other: Student is seeing a psychiatrist.	No
2021	Off Campus	Student	Female	Male	Sexual Assault	Other: **engaged with UTS Counselling	No
2021	Off Campus	Student	Female	Male	Sexual Touching	Referral to UTS Counselling	No
2022	Off Campus	Student	Female	Male	Sexual Touching	Referral to private therapist, Referral to UTS Counselling	No
2021	Off Campus	Student	Female	Male	Sexual Harassment	Advice about assistance available, Referral to UTS Counselling	Unknown
2021	Off Campus	Student	Male	Male	Sexual Touching	Advice about assistance available, Referral to UTS Counselling	No
2021	Off Campus	Student	Male	Male	Sexual Touching	Advice about assistance available, Referral to UTS Counselling	Unknown
2021	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Other: **engaged with UTS Counselling	No
2022	On Campus	Student	Male	Male	Sexual Harassment	The respondent received support and information from UTS Counselling.	No
2022	On Campus	Student	Female	Male	Sexual Touching	Referral to UTS Counselling	Yes
2022	Off Campus	Student	Female	Male	Sexual Harassment	Referral to UTS Counselling	No
2022	On Campus	Student	Female	Male	Sexual Touching	Referral to UTS Counselling, UTS Security support	Yes
2022	Off Campus	Student	Female	Male	Sexual Assault	Referral to UTS Counselling	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Other: Referral to external specialised service	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Referral to UTS Counselling, UTS Security support	No
2022	Off Campus	Student	Female	More than one offender - all male	Sexual Assault	-	No
2022	Off Campus	Student	Female	Female	Intimate image abuse	The respondent received support from UTS Counselling and advice on steps to proceed with the UTS Misconduct team.	No

2022	Off Campus	Student	Female	Male	Sexual Assault	Referral to UTS Counselling	No
2022	On Campus	Student	Female	Male	Sexual Harassment	Advice about assistance available, Referral to UTS Counselling, Referral to Equity and Diversity Unit	No
2022	Off Campus	Student	Female	Male	Sexual Harassment	-	Unknown
2022	Off Campus	Student	Female	Unknown	Sexual Assault	Referral to private therapist; Other: ** reported to have occurred prior to commencing university studies	No
2022	Off Campus	Student	Unknown	Unknown	Sexual Assault	Referral to private therapist, Advice about assistance available	Yes
2022	Off Campus	Student	Male	Female	Sexual Assault	Advice about assistance available	No
2022	On Campus	Student	Female	Male	Sexual Harassment	The respondent received support and information from UTS Counselling.	No
2022	On Campus	Student	Female	Male	Sexual Harassment	Referral to UTS Counselling	No
2022	Off Campus	Student	Female	Unknown	Sexual harassment, Sexual Assault	Referral to private therapist, Advice about assistance available, Referral to UTS Counselling, Other: Student indicated they are seeing a private psychologist this week	Unknown
2022	On Campus	Student	Female	Male	Sexual Touching	The respondent received support and information from UTS Counselling.	No
2022	Off Campus	Student	Female	Male	Sexual Touching	Advice about assistance available	No
2022	Off Campus	Student	Male	More than one offender - all male	Sexual harassment, Sexual Assault	Referral to UTS Counselling	No
2022	Off Campus	Student	Female	Male	Sexual Touching	Referral to private therapist, Advice about assistance available	Yes
2022	Off Campus	Student	Female	Male	Sexual Harassment	Advice about assistance available	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available	Yes
2022	Off Campus	Student	Female	Male	Sexual harassment, Sexual Touching	Referral to UTS Counselling	No
2022	Off Campus	Student	Male	Female	Sexual harassment, Sexual Touching	Advice about assistance available	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Medical assistance	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Medical assistance	No
2022	Off Campus	Student	Female	More than one offender - all male	Sexual harassment	Referral to UTS Counselling	Unknown
2022	Off Campus	Student	Female	Male	Sexual Touching	Referral to UTS Counselling	Yes
2022	Off Campus	Student	Male	Male	Sexual Assault	Referral to UTS Counselling	Unknown
2022	Off Campus	Student	Female	Male	Intimate image abuse	The respondent received support from UTS Counselling and advice on steps to proceed with the UTS Misconduct team.	No
2022	Off Campus	Student	Female	More than one offender - all male	Sexual Touching	-	No

2022	On Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Medical assistance, Referral to UTS Counselling, UTS Security support	No
2022	Off Campus	Student	Female	More than one offender - all male	Sexual harassment, Sexual Act	Referral to private therapist, Advice about assistance available, Other: Provided information regarding reporting to Police options	No
2022	Off Campus	Student	Female	More than one offender - all male	Sexual Touching	Medical assistance, Referral to UTS Counselling, UTS Security support, Other: informed ** able to reported incident to Police	No
2022	Off Campus	Student	Male	Other: More than one offender however the gender of all alleged perpetrators was not disclosed	Sexual Touching	Referral to private therapist, Advice about assistance available, Other: Ongoing support from UTS Counselling	No
2022	Off Campus	Student	Female	Male	Sexual harassment	Advice about assistance available, Referral to UTS Counselling	No
2022	Off Campus	Student	Female	Male	Sexual Harassment	The respondent received support and information from UTS Counselling.	No
2022	Off Campus	Student	Female	Male	Sexual Touching	Advice about assistance available, Other: advice about police	No
2022	Off Campus	Student	Female	Male	Sexual harassment	Referral to UTS Counselling	No
2022	On Campus	Student	Female	Male	Sexual Harassment	The respondent received support and information from UTS Counselling.	No
2022	Off Campus	Student	Female	Male	Sexual Harassment	The respondent received support and information from UTS Counselling.	No
2022	Off Campus	Student	Female	Male	Sexual Harassment	The respondent attended UTS counselling appointment for support and advice.	No
2022	Off Campus	Student	Male	Unknown	Sexual Touching	Referral to UTS Counselling	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Other: Referral to UTS psychology clinic or victims services	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Referral to private therapist, Referral to UTS Counselling	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Referral to UTS Counselling, Other: Special consideration support	No
2022	On Campus	Student	Female	Male	Sexual harassment	Referral to UTS Counselling, Other: Contact with her father**	No
2022	Off Campus	Student	Female	More than one offender - all male	Sexual Harassment	The respondent received support from UTS Counselling and advice on steps to proceed with the UTS Misconduct team.	No
2022	Off Campus	Student	Female	Male	Sexual Touching	Advice about assistance available	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Other: Client has attended sexual assault clinic and seen private psychologist prior to intake	No
2022	Off Campus	Student	Female	Male	Sexual harassment	Advice about assistance available, Referral to UTS Counselling, Other: Special consideration support	No

2022	Off Campus	Student	Female	Male	Sexual harassment	Advice about assistance available, Referral to UTS Counselling, Other: Special consideration support	No
2022	Off Campus	Student	Female	Male	Sexual Touching	Other: Supportive counselling; discussed reporting options; ongoing counselling appointment booked at UTS Counselling.	Yes
2022	Off Campus	Student	Female	More than one offender - all male	Sexual harassment	Advice about assistance available, Referral to UTS Counselling, UTS Security support, Other: supportive counselling, encouraged to report to police	No
2022	On Campus	Student	Female	Male	Sexual Assault	The respondent received support from the UTS ** in regards to what happened and had planned to report this to the police at a later date.	No
2022	Off Campus	Student	Female	Unknown	Sexual Assault	Advice about assistance available, Medical assistance, Referral to UTS Counselling, Other: Referral to **another university's student services **	Yes
2022	Off Campus	Student	Female	More than one offender - all male	Sexual Assault	Referral to private therapist, Referral to UTS Counselling, Advice about assistance available, Other: Supportive counselling. Student sees a GP regularly and has a private therapist.	No
2022	On Campus	Student	Female	Male	Sexual harassment	Referral to UTS Counselling	No
2022	Off Campus	Student	Female	Male	Filming Person's Private Parts	Advice about assistance available, Other: provided info about reporting to police, UTS. Supportive counselling.	No
2022	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Other: Student went to local hospital Sexual Assault unit and is receiving support there, also has external psychologist who she sees regularly.	Unknown
2022	Off Campus	Student	Female	Male	Sexual Harassment	The respondent sought advice from UTS Counselling and the police. The police informed the respondent to ignore the messages and contact them if the alleged perpetrator continues with their behaviour. UTS security was contacted to speak to the alleged perpetrator.	Yes
2022	Off Campus	Student	Female	Male	Sexual Touching	Other: Supportive counselling provided. Staying Safe card and 1800 Respect card provided. Discussed reporting to police. Discussed using **. Further appointment scheduled.	No
2022	Off Campus	Student	Female	More than one offender - all male	Sexual Assault	Other: Supportive counselling provided, further appointment scheduled.	No
2022	Off Campus	Student	Female	Male	Sexual Touching	Referral to UTS Counselling	No
2022	Off Campus	Student	Male	More than one offender - all male	Sexual harassment	Other: encouraged by author to speak with HR	No

2022	Off Campus	Student	Female	Male	Sexual Assault	Advice about assistance available, Other: Supportive counselling; discussed reporting options; ongoing counselling appointment booked at UTS Counselling.	No
2022	Off Campus	Student	Female	Male	Sexual Harassment	The respondent received support from UTS Counselling and advice on steps to proceed with the UTS Misconduct team.	No
2023	Off Campus	Student	Female	Unknown	Sexual Touching	Referral to UTS Counselling, Advice about assistance available	Yes
2023	Off Campus	Student	Female	Male	Sexual Assault	Respondent has consulted with her private psychologist who has counselled her in her trauma following the sexual assault **	No
2023	Off Campus	Student	Male	Male	Sexual Assault	Referral to private therapist, Advice about assistance available, Referral to UTS Counselling, UTS Security support	No
2023	Off Campus	Student	Female	Male	Sexual harassment	Advice about assistance available	No
2023	Off Campus	Student	Female	Unknown	Sexual Assault	Referral to UTS Counselling	No
2023	Off Campus	Student	Female	Male	Sexual Assault	Referral to private therapist, Advice about assistance available, Referral to UTS Counselling	Yes
2023	Off Campus	Student	Female	Male	Sexual Assault	Referral to UTS Counselling	No
2023	Off Campus	Student	Female	Male	Sexual harassment	Advice about assistance available, Other: Informed that they can make a police report retrospectively	No
2023	Off Campus	Student	Female	Male	Sexual Assault	Referral to private therapist, Advice about assistance available, Medical assistance	Yes
2023	On Campus	Student	Female	Male	Sexual harassment	Referred to UTS Counselling, Referred to private therapist	No
2023	Off Campus	Student	Female	Male	Sexual Assault	Referral to private therapist, Advice about assistance available, Referral to Equity and Diversity Unit	Yes
2023	Off Campus	Student	Female	Male	Sexual harassment	Referral to UTS Counselling, Other: They have reported to UTS HR already	No
2023	Off Campus	Student	Female	Male	Sexual Assault	Phoned the UTS sexual harm support line, Referred to UTS Counselling, Referred to private therapist, Other: Victims Services	Yes
2023	On Campus	Student	Female	Male	Sexual Touching	Advice about assistance available, Referral to UTS Counselling, UTS Security support	No
2023	Off Campus	Student	Male	Male	Sexual harassment	Referral to private therapist, Referral to UTS Counselling, UTS Security support	No
2023	On Campus	Student	Female	Male	Sexual harassment	Advice about assistance available, Referral to UTS Counselling, UTS Security support, Other: Referral to student misconduct	Unknown
2023	Off Campus	Student	Female	Unknown	Sexual Assault	Referral to private therapist, Advice about assistance available, Referral to UTS Counselling	No
2023	Off Campus	Student	Female	Male	Sexual harassment, Sexual Assault	Received advice about help available	No
2023	Off Campus	Student	Female	Male	Sexual harassment, Peeping / Prying	Referral to UTS Counselling	No

2023	Off Campus	Student	Female	Male	Sexual harassment	Received advice about help available, UTS Security and Emergency Management support, Referred to UTS Counselling	No
2023	Off Campus	Student	Female	Male	Sexual harassment, Sexual Assault	Received advice about help available, Referred to UTS Counselling	No
2023	Off Campus	Student	Other: Non binary	Male	Sexual Assault	Other: Provided supportive counselling and scheduled additional appointment	Unknown
2023	Off Campus	Student	Female	More than one offender - all male	Sexual Touching	Referred to UTS Counselling, Other: Supportive counselling provided, further appointment scheduled.	No
2023	Off Campus	Student	Female	Male	Sexual harassment, Sexual Touching	Received advice about help available, Referred to UTS Counselling, Referred to private therapist	No
2023	Off Campus	Student	Female	Unknown	Sexual Assault	Received advice about help available, Referred to UTS Counselling	No
2023	Off Campus	Student	Male	Female	Sexual Assault	Referred to UTS Counselling	No
2023	Off Campus	Student	Female	Male	Sexual Assault	Received advice about help available, Referred to UTS Counselling	No

Extracts from various Council meeting from 2021 to 7th June 2023

Relating to:

- physical assault
- sexual assault / misconduct
- indecent filming

COU 21/2 - 14 April 2021

Extract from Council Minutes, item 4.4

*4.4 Work Health and Safety Annual Report 2019

COU/21-2/38

Council resolved to receive and note the report as detailed in Document 4.4 *Health and Safety Annual Report 2020 and Attachment 1*.

Note for the record

Council discussed the Report. Further clarification was sought in relation to the management of disclosures in the Respect Now Always area. The Council was advised that the management of disclosures and the associated reporting continues to be refined.

Council requested consideration be given to separating the reporting of on-campus versus off-campus complaints, the timeframe for responding to and resolving complaints, and advice in relation to non-disclosure agreements that have been finalised.

Extract from Document 4.4 Health and Safety Annual Report 2020

3.5 Respect Now Always initiatives 2020

Respect Now Always (RNA) is led by Provost's portfolio and is supported by leadership across UTS. RNA aims to create cultural change by tackling the attitudes and behaviours that support sexual violence and it remains a key focus area for the Vice Chancellor. 2020 was no different, however, it created a pivot for the program in terms of the response to COVID-19. As many staff and students shifted to working and studying online, a unique opportunity presented itself to be involved in social distancing etiquette and boundary setting in a virtual and socially distanced environment. Incorporating these messages into the core business of campus reactivation reinforced the work of Respect Now Always.

RNA was also recognised as one of Australia's most successful design projects for driving societal change, winning Best in its Class for the social impact category at the 2020 Australian Good Design Awards.

The 2020 UTS Student Satisfaction Survey revealed:

- 79% of students believe 'UTS provides a supportive environment for students to call out and/or report instances of sexual harassment'
- 87% are satisfied with the 'service/support provided about information relating to sexual consent, harassment or assault'.

These results demonstrate RNA's success in understanding and responding to the need to normalise discussions about consent, sexual harassment and sexual assault in a way that's accessible and non-threatening.

Consent Matters, the online training module covering a shared understanding of healthy relationships, reached a major milestone in 2020. As shown in Table 16, 70,000 staff and students now completed Consent Matters training, with average completion rates at 97% for permanent staff, and 73% for casual staff.

Table 16: Consent matters training completions in 2020



Table 17 compares the reporting of sexual assault/harassment incidents from the beginning of reporting in 2018 to 2020. Bracketed numbers indicate reports from more than one source.

Table 17: Sexual assault / sexual harassment incidents reported 2020

Reported Incidents 2020 vs Previous Years			
	2018	2019	2020
Direct Student Reports	5 (3*)	8 (2*)	3 (2*)
Reports via Staff	110 (20*)	89 (6*)	57 (7*)
Total use of reporting forms	138	105	69
Total Incidents*	115	97	60

*Some incidents reported from two or more sources. Un-bracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports. Total represents number of unique incidents reported.

COU22/1 – 16 February 2022

Extract from Council Minutes, item 5.2

5.2 Report from Audit and Risk Committee

COU/22-1/13

Council resolved to receive and note the confidential report, as detailed in Document 5.2 - *Report from Audit and Risk Committee*.

Extract from document 5.2 – Report from Audit and risk Committee meeting 11 February 2023

Complaints – Student, general bullying and harassment and sexual assault/harassment

In November 2020 the Audit and Risk Committee received the initial report on student complaints covering figures for general complaints and other key complaint indicators such as bullying or sexual harassment. The Committee agreed that annual reporting on such figures would be desirable. In February 2022, the Committee noted the statistics and information provided for the 2021 calendar year.

In 2021, the Students Complaints Resolution Office (SCRO) received 350 complaints via Salesforce. Forty-seven of these were subsequently cancelled in the system as repeat complaints, withdrawn, or characterised as enquiries after the student was directed to the appropriate process. The UTS policy requires initial response in 4 days and final response in 60 days. Both compliance deadlines have been met for all complaints. The majority of matters are resolved within 10 business days. The Committee noted that data collected in the Salesforce system has provided greater opportunity for the SCRO to analyse trends and work with faculties and central units to find the root causes, identify underlying systemic issues, and implement process improvements.

The figures for sexual assault and sexual harassment are slightly higher in 2021 than 2020. The figures for these two years are much lower than in the previous three calendar years and this could be attributed to:

- Much reduced use of public transport – which is the source from which many reports have been sited historically
- Less face-to-face interaction as only 10% of students on campus
- UTS “lock-down” of Zoom to prevent zoom-bombing harassment by non-students
- Impact of “Me Too” movement publicity contributing to community education
- UTS Respect.Now.Always campaign, and mandatory completion of “Consent Matters” module by all staff and students

The Committee noted the importance of continuing to monitor trends in complaints and incidents and adjusting communications strategies as the campus reactivates this year; and ensuring that an appropriate balance is sought between efficiently resolving issues at the local level and ensuring visibility of any areas with emerging issues.

COU22/2 – 14 April 2022

Extract from Council Minutes, item 4.3

*4.3 Work Health and Safety Annual Report 2021

COU/22-2/38

Council resolved to receive and note the report as detailed in Document 4.3 *Health and Safety Annual Report 2021 and Attachment 1*.

Extract from document 4.3 Health and Safety Annual Report 2021

3.5 Respect Now Always initiatives

Respect Now Always (RNA) is led by Provost's portfolio and is supported by leadership across UTS. RNA aims to create cultural change by tackling the attitudes and behaviours that support sexual violence and it remains a key focus area for the Vice Chancellor.

While 2021 was unprecedented for our community, it did not diminish our commitment to the prevention and elimination of sexual violence for our people. Delivery of engaging and educational initiatives that were adaptive to the shifting COVID-19 conditions was a key requirement. As a new cohort of students commenced with UTS, the RNA team piloted the RNA Uncensored talk series for Orientation. RNA Uncensored provided authentic and sometimes uncomfortable conversations with UTS subject matter experts.

Building capacity within our community and supporting UTS students and staff through collaborations continues to shape a significant proportion of the RNA program. Across the year, RNA worked with Activate UTS, Rapido Social, schools and faculties, individual clubs and societies, Women in Engineering and IT, the Centre for Social Justice and Inclusion, and the UTS Library to connect with even more students and staff.

During 2021 UTS:

- joined the newly formed National Women's Safety Alliance
- joined the Universities Australia Expert Advisory Group for national sexual violence primary prevention campaign in universities
- continued its ongoing involvement with the Greater Sydney Commission's Women's Safety Charter, and
- participated in the UN Women's 16 Days of Activism Against Gender-Based Violence.

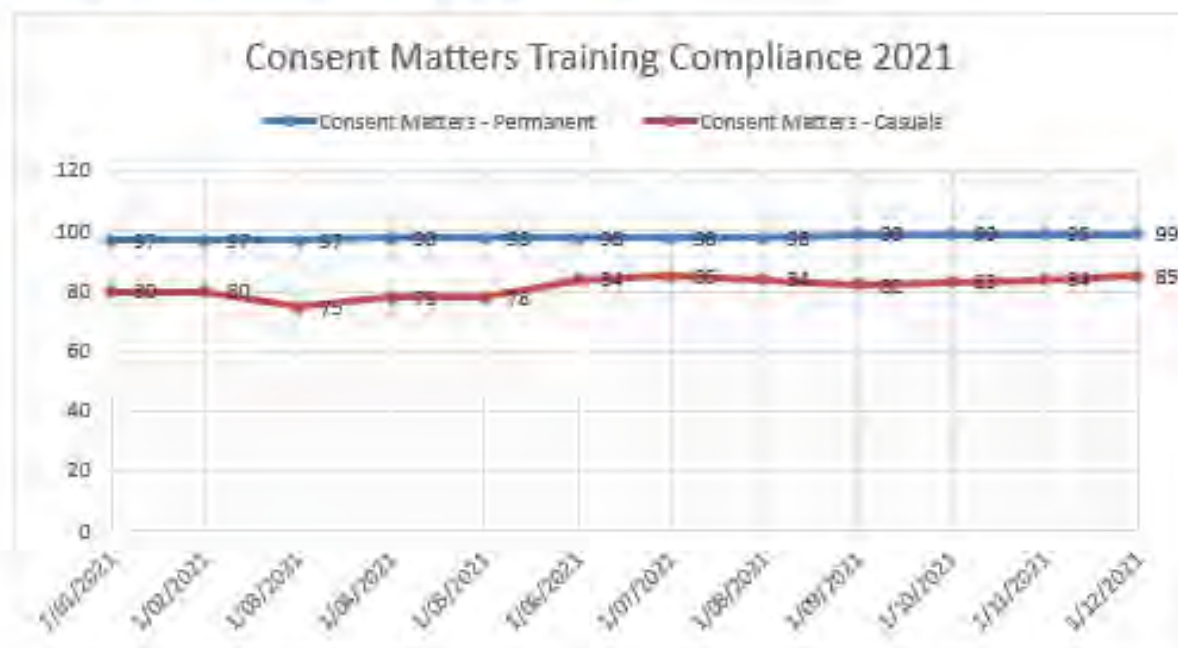
The 2021 UTS Student Satisfaction Survey revealed:

- Information about sexual consent, harassment or assault was identified by students as one the top ten issues of importance, with a rating of 81%.
- 89% are satisfied with the 'service/support provided about information relating to sexual consent, harassment or assault', which is considered high performing, and is up by 2% on 2020

These results demonstrate RNA's success in better understanding and responding to the need to normalise discussions about consent, sexual harassment, and sexual assault in a way that's accessible and non-threatening.

The updated Australian version of Consent Matters, the online training module covering a shared understanding of healthy relationships, was introduced with the rollout of Canvas this year. More than 80,000 staff and students have now completed the training, as shown in Table 10, with average completion rates at 99% for permanent staff (up 2%), and 85% for casual staff (up 13%).

Table 10: Consent matters training completions in 2021



The table below details the number of reported sexual assault/sexual harassment incidents. Reports are received via:

- direct student reports through online report forms, and
- online reports via staff who have received student disclosures.

The Majority of reports (68%) were made via UTS Student counselling with the majority of these disclosures related to incidents that have occurred off campus, many historical in nature. Any reports of an on-campus event or anything directly related UTS is referred to the Concerning Behaviour Assessment and Intervention Team (CBAIT). In 2021 there were only two such reported incidents of behaviour within UTS. There were 4 of these reports in 2020 and 11 reports in 2019.

Both reports of on campus incidents were reported to police.

Reported incidents	2019	2020	2021
Direct student reports	8 (2 ¹)	3 (2 ¹)	3
Reports via staff	89 (8 ¹)	57 (7 ¹)	63 (8 ¹)
Total use of reporting forms	105	69	74
Total incidents ²	97	60	66

¹ Some incidents reported from two or more sources. Unbracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports.

² Total represents number of unique incidents reported.

COU23/2 – 19 April 2023

Extract from Council Minutes, item 4.3

*4.3 2022 Work Health and Safety Annual Report

COU/23-2/34

Council resolved to receive and note the report as detailed in Document 4.3 - Safety and Wellbeing Annual Report 2022.

Extract from from document 4.3 Health and Safety Annual Report 2022

3.5 Respect Now Always initiatives

Respect Now Always (RNA) is a Universities Australia initiative that is led by the Office of the Provost. Through whole-of-community engagement and participatory design, RNA seeks to reduce, eradicate and prevent sexual violence at UTS.

In 2022, RNA:

- Received the results of the National Student Safety Survey, whose insights will guide future University action in 2023 and beyond, including informing the 2022-2024 RNA research strategy.
- Supported the development and delivery of the Sexual Harm Prevention and Response Policy for UTS. This new policy, along with revised web presence, formalises our zero-tolerance approach, allowing us to learn from ongoing activities and put in place a continuous improvement process.
- Held five Orientation activations, including Open Day for prospective students.
- Reached a record 90,000 student and staff completion of the Consent Matters module.
- Hosted three Uncensored Talks covering sexual consent and gender equity, including co-hosting the Gender Equity showcase together with Women in Engineering and IT, and the Centre for Social Justice and Inclusion
- Launched the UTS Community Student Voice project with the aim to collect more data to see where there are meaningful signs of progress and change and recognise new opportunities to make an impact.
- Completed Train the Trainer for Sex, Safety and Ethics Training with Full Stop Australia with representatives from Counselling, Student Complaints, Activate SSU and IML

The 2022 UTS Student Satisfaction Survey revealed:

- Information about sexual consent, harassment or assault was identified by students as one of the top ten issues of importance, with a rating of 83%
- 77% believe 'UTS provides a supportive environment for students to call out and/or report instances of sexual harassment', up 4% from the year before.

These results demonstrate RNA's success in understanding and responding to the need to normalise discussions about consent, sexual harassment, and sexual assault in a way that's accessible and non-threatening. *Table 7 provides a breakdown of reported student incidents in 2018 – 2022.*

Table 7: Reported Student Incidents 2018 - 2022

Reported student incidents Jan – Dec 22 vs Previous Years					
	2018	2019	2020	2021	2022
Direct Student Reports	5 (3*)	8 (2*)	3 (2*)	3	13 (3*)
Reports via Staff	110 (20*)	89 (6*)	57 <u> </u> (7*)	63 (8*)	58 (9*)
Total use of reporting forms	138	105	69	74	83
Total Incidents*	115	97	60	66	71

*Some incidents reported from two or more sources. Un-bracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports. Total represents number of unique incidents reported.

Extracts from executive meetings from 2021 to 7th June 2023

Relating to:

- physical assault
- sexual assault / misconduct
- indecent filming

Senior Executive Meeting – 8 April 2021

Extract from SEM Minutes, item 4.1

4. Standing Items

4.1 Health and Safety Update

- Just after midnight, REDACTED GIPA2023/05 an assault on member of the public occurred in Blackfriars Lane. Police are investigating. UTS cameras caught footage of the villains.
- PW will circulate further details to SEM.

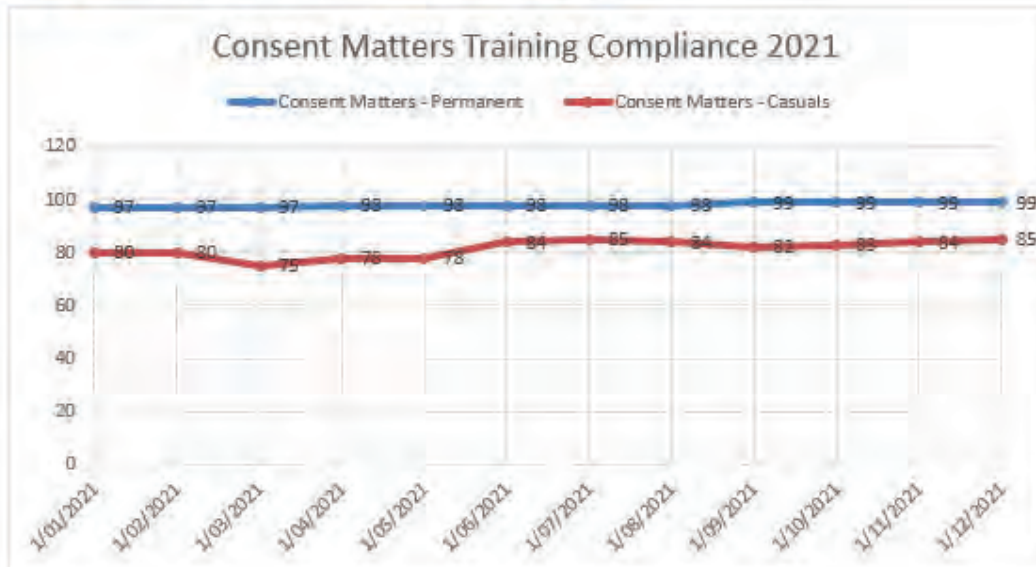
University Leadership Team Meeting – 31 March 2022

Extract from ULT Minutes, item 5.1

5	OPERATIONS, PERFORMANCE AND REPORTS	
5.1	<p>*Annual 2021 Safety and Wellbeing Report to Council Joined by visitor Cathy Chaumont</p> <p><i>Received and note the Health and Safety – Annual 2021 Report to Council 13 April and discuss some updates prior to paper submission.</i></p> <p>Our challenge is to sustain a safety culture, making sure we provide information that is easy to understand and communicate, and improving dashboards with lead indicators not lag indicators.</p> <p>The following updates requested to the Council paper:</p> <ul style="list-style-type: none"> - LTIFR numbers should be included in the executive summary because its useful benchmarking - The report notes 66 cases of sexual assault/harassment. Given we now have NSSS data indicating prevalence of sexual harassment/assault at 450-600 potential cases so further triangulation of numbers is required to give a clearer narrative to incidence numbers. - Include an explanation of how reported cases been appropriately followed up and closed out. - People at Work 2020 survey results don't need to be reported again if Council have already seen those results. 	GB

Extract from ULT Minutes, item [attachment Safety and Wellbeing annual Report 2021]

Table 10: Consent matters training completions in 2021



The table below details the number of reported sexual assault/sexual harassment incidents. Reports are received via:

- direct student reports through online report forms, and
- online reports via staff who have received student disclosures.

Reported incidents	2019	2020	2021
Direct student reports	8 (2 ¹)	3 (2 ¹)	3
Reports via staff	89 (6 ¹)	57 (7 ¹)	63 (8 ¹)
Total use of reporting forms	105	69	74
Total incidents ²	97	60	66

¹ Some incidents reported from two or more sources. Unbracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports.

² Total represents number of unique incidents reported.

3.5 Respect Now Always initiatives

Respect.Now.Always. (RNA) is led by Provost's portfolio and is supported by leadership across UTS. RNA aims to create cultural change by tackling the attitudes and behaviours that support sexual violence and it remains a key focus area for the Vice Chancellor.

While 2021 was unprecedented for our community, it did not diminish our commitment to the prevention and elimination of sexual violence for our people. Delivery of engaging and educational initiatives that were adaptive to the shifting COVID-19 conditions was a key requirement. As a new cohort of students commenced with UTS, the RNA team piloted the RNA Uncensored talk series for Orientation. RNA Uncensored provided authentic and sometimes uncomfortable conversations with UTS subject matter experts.

Building capacity within our community and supporting UTS students and staff through collaborations continues to shape a significant proportion of the RNA program. Across the year, RNA worked with Activate UTS, Rapido Social, schools and faculties, individual clubs and societies, Women in Engineering and IT, the Centre for Social Justice and Inclusion, and the UTS Library to connect with even more students and staff.

During 2021 UTS:

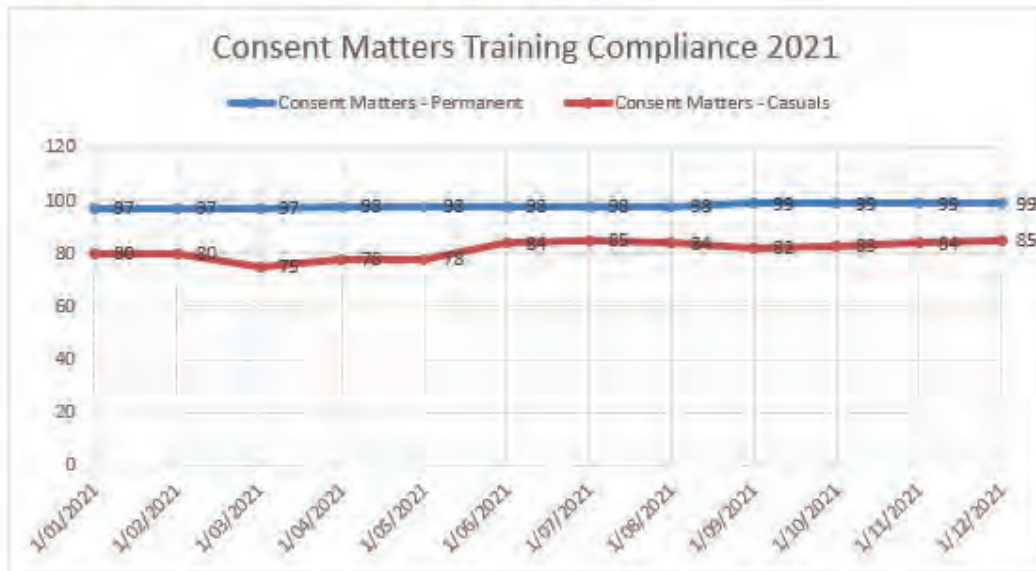
- joined the newly formed National Women's Safety Alliance
- joined the Universities Australia Expert Advisory Group for national sexual violence primary prevention campaign in universities
- continued its ongoing involvement with the Greater Sydney Commission's Women's Safety Charter, and
- participated in the UN Women's 16 Days of Activism Against Gender-Based Violence.

The 2021 UTS Student Satisfaction Survey revealed:

- Information about sexual consent, harassment or assault was identified by students as one the top ten issues of importance, with a rating of 81%.
- 89% are satisfied with the 'service/support provided about information relating to sexual consent, harassment or assault', which is considered high performing, and is up by 2% on 2020

These results demonstrate RNA's success in better understanding and responding to the need to normalise discussions about consent, sexual harassment, and sexual assault in a way that's accessible and non-threatening.

The updated Australian version of Consent Matters, the online training module covering a shared understanding of healthy relationships, was introduced with the rollout of Canvas this year. More than 80,000 staff and students have now completed the training, as shown in Table 10, with average completion rates at 99% for permanent staff (up 2%), and 85% for casual staff (up 13%).

Table 10: Consent matters training completions in 2021

The table below details the number of reported sexual assault/sexual harassment incidents. Reports are received via:

- direct student reports through online report forms, and
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Reported incidents	2019	2020	2021
Direct student reports	8 (2 ¹)	3 (2 ¹)	3
Reports via staff	89 (6 ¹)	57 (7 ¹)	63 (8 ¹)
Total use of reporting forms	105	69	74
Total incidents ²	97	60	66

¹ Some incidents reported from two or more sources. Unbracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports.

² Total represents number of unique incidents reported.

Extracts from reports to Audit and Risk Committee from 2021 to 7th June 2023

Relating to:

- physical assault
- sexual assault / misconduct
- indecent filming

CAR 22/1 – 10 February 2022

Extract from Report to CAR, item 6.4

Purpose

To provide the Audit and Risk Committee with the annual report on student complaints.

Recommendation

The Audit and Risk Committee to receive and note the report as detailed in Document 6.4 – *Complaints – Student, General Bullying and Harassment, and Sexual Assault/ Harassment*.

Complaint Figures

Sexual Assault and Sexual Harassment

For several years, UTS has operated under a holistic program (Respect.Now.Always) for the prevention of sexual assault and sexual harassment, as well as rigorous information capture, analysis, case resolution and analysis for any systemic issues. A summary of statistics and trends for the period 2018 to present is provided as **Attachment 3**.

Complaint Analysis and Trends

Sexual Assault and Sexual Harassment

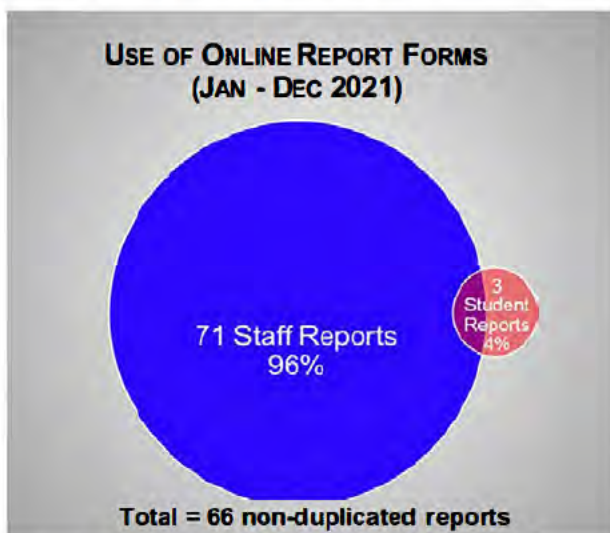
The figures for sexual assault and sexual harassment are slightly higher in 2021 than 2020. The figures for these two years are much lower than in the previous three calendar years and this could be attributed to:

- Much reduced use of public transport – which is the source from which many reports have been sited historically
- Less face-to-face interaction as only 10% of students on campus
- UTS “lock-down” of Zoom to prevent zoom-bombing harassment by non-students
- Impact of “Me Too” movement publicity contributing to community education
- UTS Respect.Now.Always campaign, and mandatory completion of “Consent Matters” module by all staff and students

Sexual Offence Report Tracking for Jan - Dec 2021

Purpose: To provide an overview of numbers of reports, staff and student uptake of online reporting, location of reported offences, and reports made to Police.

Online report forms enable students to report incidents (student reports), and staff to report how student disclosures to them have been managed (staff reports). The same incident may be the subject of more than one report.



Increased reporting in 2021 vs 2020

Student sexual assault disclosures to staff increased between Jan-Dec 2021 compared to the same period in 2020. One incident was staff related.

Reported Incidents Jan - Dec 2021 vs Previous Years				
	2018	2019	2020	2021
Direct Student Reports	5 (3*)	8 (2*)	3 (2*)	3
Reports via Staff	110 (20*)	89 (6*)	57 (7*)	63 (8*)
Total use of reporting forms	138	105	69	74
Total Incidents*	115	97	60	66

*No online reporting prior to 24th of July 2017

*Some incidents reported from two or more sources. Un-bracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports. Total represents number of unique incidents reported.

UTS areas reporting student disclosures

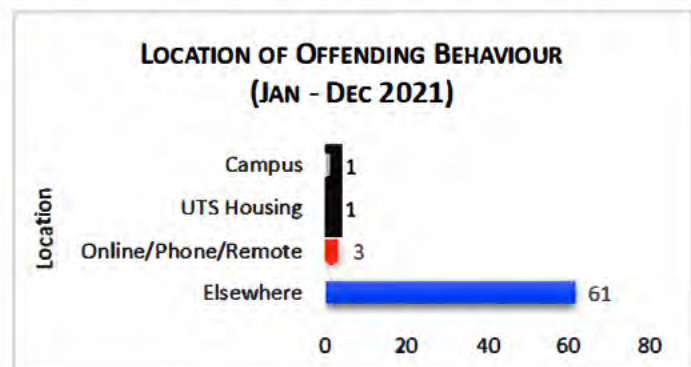
The majority of student disclosures were made to UTS Counselling.

Staff Online Reports of Student Disclosures, by Area (Jan – Dec 2021)		
SSU Counselling	43 (6*)	68.0%
SSU Accessibility	7	11.0%
Office of the Provost	3	5.0%
UTS Activate	3	5.0%
Security	2	3.0%
UTS Startups	2	3.0%
SSU Housing	1 (1*)	1.5%
Chancellery	1	1.5%
FMO	1	1.5%
Total *	63	

* Some incidents reported from two or more sources. Un-bracketed number indicates number of primary reports by an area. Bracketed numbers indicate secondary reports. Total represents number of unique incidents reported.

Location of alleged incident(s)

The majority of disclosures refer to incidents off campus, many historical in nature. Two reported incidents were of behaviour within UTS, down from 4 reports in 2020 and 11 reports in 2019. One alleged incident occurred within UTS housing.



On-campus allegations disclosed

One incident involved filming a person's private parts and peeping/prying, while another incident involved sexual touching. Both allegations were reported to the Police.

Extracts from reports to Audit and Risk Committee from 2021 to 7th June 2023

Relating to:

- physical assault
- sexual assault / misconduct
- indecent filming

CAR 23/2 – 28 March 2023

Extract from Report to CAR, item 5.5

Purpose

To provide the Audit and Risk Committee with the annual report on student complaints.

Recommendation

The Audit and Risk Committee to receive and note the report as detailed in Document 5.5 – *Complaints – Student, General Bullying and Harassment, and Sexual Assault/Harassment* and its attachments.

Complaint Figures, Analysis and Trends

Sexual Assault and Sexual Harassment

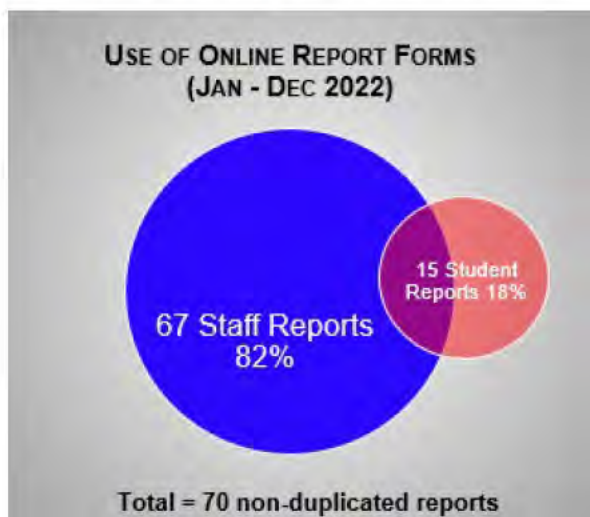
For several years, UTS has operated under a holistic program (Respect.Now.Always) for the prevention of sexual assault and sexual harassment (SASH), as well as rigorous information capture, analysis, case resolution and analysis for any systemic issues. A summary of statistics and trends for the period 2018 to present is provided as [Attachment 3](#).

In summary, the total incidents reported increased from 66 to 71 from 2021 to 2022. All types and sources of SASH complaints had increases from 2021 to 2022. Although there are no figures to prove a clear correlation, it is believed the increases are most likely due to an increased presence of students on campus, increased use of public transport and the significant increase in Respect.Now.Always communication and education undertaken in 2022.

Sexual Offence Report Tracking for Jan - Dec 2022

Purpose: To provide an overview of numbers of reports, staff and student uptake of online reporting, location of reported offences, and reports made to Police.

Online report forms enable students to report incidents (student reports), and staff to report how student disclosures to them have been managed (staff reports). The same incident may be the subject of more than one report.



Increased direct reporting in 2022 vs 2021

Student sexual assaults directly reported by students increased fourfold between Jan-Dec 2022 compared to the same period in 2021.

Reported Incidents Jan – Dec 22 vs Previous Years					
	2018	2019	2020	2021	2022
Direct Student Reports	5 (3*)	8 (2*)	3 (2*)	3	12 (3*)
Reports via Staff	110 (20*)	89 (6*)	57 (7*)	63 (8*)	58 (9*)
Total use of reporting forms	138	105	69	74	82
Total Incidents*	115	97	60	66	71

*No online reporting prior to 24th of July 2017

*Some incidents reported from two or more sources. Un-bracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports. Total represents number of unique incidents reported.

UTS areas reporting student disclosures

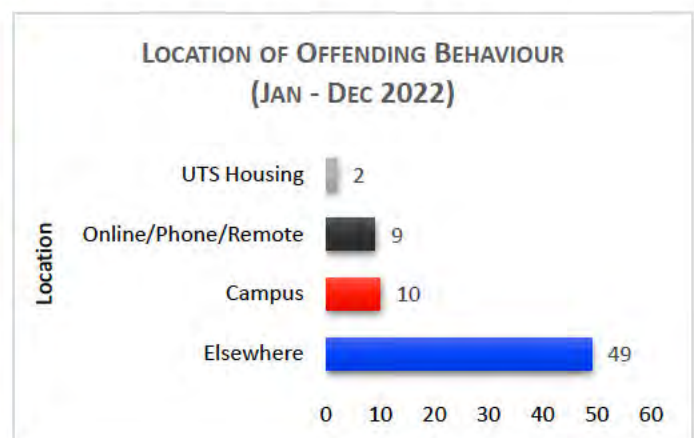
The majority of student disclosures were made to UTS Counselling. One disclosure was made to the Student Complaints Resolution Office and this matter was resolved.

Staff Online Reports of Student Disclosures, by Area (Jan – Dec 2022)		
SSU Counselling	48 (6*)	82.8 %
Faculty	3 (1*)	5.2 %
SSU Accessibility	3 (1*)	5.2 %
Security	1 (1*)	1.7 %
Academic	1	1.7 %
Chinese Medicine Clinic	1	1.7 %
UTS International	1	1.7 %
Total *	58	

* Some incidents reported from two or more sources. Un-bracketed number indicates number of primary reports by an area. Bracketed numbers indicate secondary reports. Total represents number of unique incidents reported.

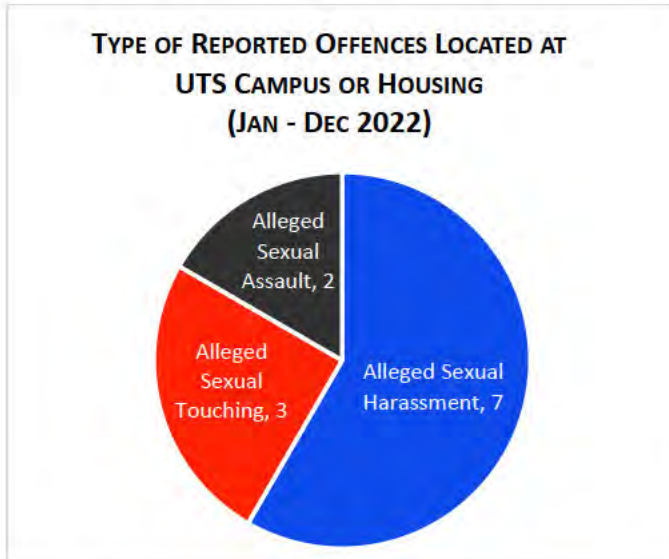
Location of alleged incident(s)

The majority of disclosures refer to incidents off campus, many historical in nature. Twelve reported incidents were of behaviour within UTS, up from two reports in 2021 and four reports in 2020.



On-campus allegations disclosed

Two incidents involved sexual assault, three incidents involved sexual touching, while seven incidents involved sexual harassment. Two sexual touching allegations were reported to the Police.



Staff-related Incidents

Four incidents were staff related, all of which reflected sexual harassment cases. One staff related incident was reported by three students, both directly and via staff.

Misconduct case

REDACTED GIPA2023/05

@student.uts.edu.au>

REDACTED GIPA2023/05 05/2021 8:38 PM

To: Attila Brungs <Attila.Brungs@uts.edu.au>

Dear Professor Brungs,

I've been waiting for 7 months to finalise my misconduct case. I don't think it's serious. I've made some inappropriate comments. I wasn't trying to offend anyone. I was REDACTED GIPA2023/05 at the time of writing the email. I have apologised to Professor Alexander for making those comments. She said it's 'very serious'. I still don't understand how they're inappropriate. It wasn't my intention.

I did not cuss or assault anyone. I've said some words. I have apologised. But it is being treated as a 'serious matter'. I am REDACTED GIPA2023/05 I've got nothing to do with REDACTED GIPA2023/05

Regards,

REDACTED GIPA2023/05

Re: [EXTERNAL] Report [REDACTED GIPA2023/05]

Shirley Alexander <Shirley.Alexander@uts.edu.au>

[REDACTED GIPA2023/05] 09/2021 6:11 PM

To: Attila Brungs <Attila.Brungs@uts.edu.au>

Hi Attila

Here's a suggested response – give me a call if you'd like to discuss.

Dear [REDACTED GIPA2023/05]

I am really sorry to hear your report of a sexual assault [REDACTED GIPA2023/05] which must be very distressing for you. I see you have already reported this to the NSW Police who have the jurisdiction to investigate sexual assault. We would be very happy to assist the police with their enquiries if you do decide to press charges.

Meanwhile, if you haven't already been in contact with the NSW Rape Crisis Centre, please do seek their support: Telephone 1800 424 017 – it is open 24/7 and has experienced counsellors.

If you would like to send me your phone number, I will arrange for one of our female staff to contact you and learn anything from you that could help prevent such traumatic events happening to others in future and to assist you with referrals to others who may be of assistance.

Once again, I am really sorry to hear of your experience

Attila

--

Professor Shirley Alexander
Deputy Vice-Chancellor (Education and Students)
University of Technology Sydney
PO Box 123
Broadway NSW Australia

Tel: +61 2 9514 1465

Fax: +61 2 9514 1459

Twitter: @SAlexander_UTS

From: Attila Brungs <Attila.Brungs@uts.edu.au>

Date: [REDACTED GIPA2023/05] September 2021 at 5:19 pm

To: Shirley Alexander <Shirley.Alexander@uts.edu.au>

Subject: Fwd: [EXTERNAL] Report [REDACTED GIPA2023/05]

Shirley as discussed

Could you find out if she is a UTS student and then provide advice as to what support and help we can offer so I can get back to her

Regards

Attila

Professor Attila Brungs FTSE FRSN
Vice-Chancellor & President
University of Technology, Sydney
PO Box 123
Broadway NSW 2007

GIPA2023/05 - doc 9

Tel: 02 9514 1333

Begin forwarded message:

Out of scope

A large rectangular area of the document is redacted with a solid grey fill, obscuring the content of the forwarded message.

The sender of this email was external to UTS. If this looks suspicious, please do not open any attachments, and forward it to spam@uts.edu.au

Out of scope

A large rectangular area of the document is redacted with a solid grey fill, obscuring the content of the forwarded message.

From: [Greg Welsh](#)
To: [Andrew Parfitt](#); [Lesley Hitchens](#); [Amy Persson](#); [Katie Harris](#); [Catharine Pruscino](#); [Jennifer Kiely](#); [Heather Nolan](#)
Subject: 'Deeply sorry': High rates of sexual harassment, assault at NSW universities
Date: Wednesday, 23 March 2022 9:11:24 PM

No mention of UTS in this comparative story by Jordan
G

'Deeply sorry': High rates of sexual harassment, assault at NSW universities
<https://www.smh.com.au/national/nsw/deeply-sorry-high-rates-of-sexual-harassment-assault-at-nsw-universities-20220323-p5a79z.html?btis>

Sent from my iPhone

From: [Elvira Fonacier](#)
To: [Andrew Parfitt](#)
Cc: [Ramesh Kondepudi](#); [Alexandra Fransen](#); [Catharine Pruscino](#); [Lesley Hitchens](#); [Greg Welsh](#)
Subject: RE: 2021 UTS Results - National Student Safety Survey (NSSS) ---- CONFIDENTIAL
Date: Monday, 21 March 2022 11:40:49 AM
Attachments: [image003.png](#)
[image004.png](#)
[NSSS Tables - University of Technology Sydney_x3016.pdf](#)

Hi Andrew

In response to your query, please see below.

Whilst the 2021 NSSS results (attached) for sexual assault are asterixed in the SRC report, indicating that caution should be used with the associated estimates, it would appear that male students at UTS have experienced higher numbers of sexual assault (1.7% compared to 0.6% nationally) than female students (1% compared to 1.4% nationally) in the past 12 months. UTS also had a higher incidence overall in the past 12 months at 1.6% compared to 1.1% nationally.

In the 2016 survey, UTS had a higher proportion of postgraduate students sexually harassed than at the national level.

UTS also had a higher proportion of harassment from tutors and lecturers than reported nationally at 12% compared to 7% nationally.

In the 2021 NSSS results, UTS now has a lower proportion of postgraduate students sexually harassed than their undergraduate counterparts.

The 2021 NSSS has seen a significant drop in the percentage of perpetrators of sexual harassment in the past 12 months that are tutors and lecturers at 3.5% compared to 4% nationally.

We can infer that more perpetrators were reported to be postgraduate students because the majority of perpetrators were students at UTS, but we're not clear if that is what the 2016 survey is stating.

I hope this clarifies your queries.

Regards

Elvira

From: Andrew Parfitt

Sent: Monday, 21 March 2022 9:52 AM

To: Elvira Fonacier <Elvira.Fonacier@uts.edu.au>; Lesley Hitchens <Lesley.Hitchens@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Ramesh Kondepudi <Ramesh.Kondepudi@uts.edu.au>; Alexandra Fransen <Alexandra.Fransen@uts.edu.au>; Catharine Pruscino <Catharine.Pruscino@uts.edu.au>

Subject: Re: 2021 UTS Results - National Student Safety Survey (NSSS) ---- CONFIDENTIAL

Thank you for this Elvira.

A couple of other comments which I can't see in the report (noting I only scanned it):

1. We seem to have a much higher proportion of male incidents of sexual assault over the last 12 months, which brings the total up. For female students (at 1%) this would appear to be significantly below the national average unless I am missing something?
2. Last time we did the survey, a number of perpetrators of harassment were postgraduate students at a rate higher than the national average – inferred to be tutors or lecturers if I recall. Does the data we have now infer that we no longer stand out above the national average in this area?

Andrew.

Professor Andrew Parfitt^[L]_[SEP]

Vice-Chancellor and President

University of Technology Sydney

Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007

T. +61 (02) 9514 1333

E. Andrew.Parfitt@uts.edu.au

W. uts.edu.au



From: Elvira Fonacier <Elvira.Fonacier@uts.edu.au>

Date: Sunday, 20 March 2022 at 9:13 pm

To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>, Lesley Hitchens <Lesley.Hitchens@uts.edu.au>, Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Ramesh Kondepudi <Ramesh.Kondepudi@uts.edu.au>, Alexandra Fransen <Alexandra.Fransen@uts.edu.au>, Catharine Pruscino <Catharine.Pruscino@uts.edu.au>

Subject: 2021 UTS Results - National Student Safety Survey (NSSS) ---- CONFIDENTIAL

Hi Andrew, Lesley, and Greg

Find attached the report that OQA (with Ramesh and Alex) has put together based on the files and reports the SRC has provided on UTS's 2021 NSSS results.

Let us know if you need anything else.

Kind regards,

Elvira

Dr. Elvira Fonacier

Head of Office of Quality Assurance (OQA)

University of Technology Sydney

M.+61 REDACTED GIPA2023/05

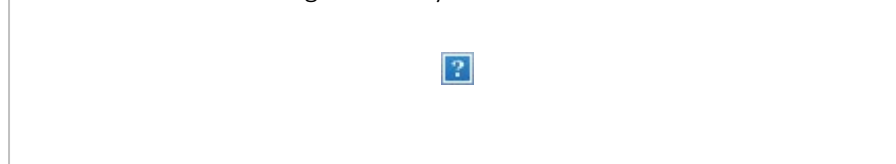
T. +61 (02) 9514 2237

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



Banner - UTS: No 1 Young University



Read the [latest UTS rankings results](#) | [Survey information on StaffConnect](#) | [UTS Corporate Plan](#)

Profile of University Respondents

UNIVERSITY: University of Technology Sydney

University of Technology Sydney													
	TOTAL STUDY	TOTAL	MALE	FEMALE	DIFFERENTLY DESCRIBED	AGE 18-21	AGE 22-24	AGE 25-34	AGE 35 PLUS	DOMESTIC	INTER-NATIONAL	UNDER-GRADUATE	POST-GRADUATE
Unweighted counts	43819	1151	430	693	28	706	213	156	76	995	156	947	204
	TOTAL STUDY	TOTAL	MALE	FEMALE	DIFFERENTLY DESCRIBED	AGE 18-21	AGE 22-24	AGE 25-34	AGE 35 PLUS	DOMESTIC	INTER-NATIONAL	UNDER-GRADUATE	POST-GRADUATE
Sexual harassment in university context since starting at university													
Yes	16.1%	14.3%	6.8%	21.4%	22.7%*	14.3%	18.1%	9.4%*	11.6%*	16.5%	7.1%*	15.3%	10.6%
Sexual harassment in university context in the past 12 months													
Yes	8.1%	7.2%	2.7%*	11.5%	12.5%**	9.2%	8.1%	1.8%**	2.6%**	8.7%	2.3%*	8.1%	3.7%*
Observed another student being sexually harassed in university context in the past 12 months													
Yes	2.9%	2.2%	2.1%*	2.0%*	8.6%**	2.0%*	3.7%*	0.5%**	1.9%**	2.2%	2.1%**	2.8%	0.0%
Location of most impactful sexual harassment in university context													
General campus areas (e.g. carpark, wa kways, gardens, bathrooms)	43.3%	44.9%	37.5%*	46.0%	66.5%	47.8%	44.7%	33.1%*	44.3%*	45.8%	37.5%*	50.8%	10.6%**
University lecture theatres, computer labs	17.5%	17.7%	11.0%*	18.4%	42.4%*	20.5%	15.0%*	4.1%**	43.8%*	20.0%	0.0%	18.0%	16.0%*
University library	15.6%	17.2%	19.3%*	16.7%	14.1%**	23.5%	11.1%*	9.0%**	13.0%**	19.4%	0.0%	18.5%	9.5%**
Clubs and societies, events and spaces	13.9%	15.4%	10.3%**	16.1%	33.0%**	8.8%*	21.9%*	25.0%*	16.4%**	16.7%	5.6%**	14.8%	19.1%*

UNIVERSITY: University of Technology Sydney

	TOTAL STUDY	TOTAL	MALE	FEMALE	DIFFERENTLY DESCRIBED	AGE 18-21	AGE 22-24	AGE 25-34	AGE 35 PLUS	DOMESTIC	INTER-NATIONAL	UNDER-GRADUATE	POST-GRADUATE
Location of most impactful sexual harassment in university context (continued)													
University residential college or other type of student accommodation	10.6%	2.8%*	0.0%	3.9%*	0.0%	0.8%**	1.4%**	16.3%**	0.0%	3.2%*	0.0%	0.5%**	16.3%*
Hospitality or retail areas on campus (e.g. bar, shops)	10.1%	9.7%	5.2%**	9.1%*	44.8%*	5.6%*	13.2%*	16.4%**	10.8%**	10.9%	0.0%	8.0%*	19.4%*
At a private home or residence	8.1%	7.9%*	5.6%**	8.6%*	9.0%**	8.0%*	6.8%**	9.7%**	11.9%**	7.5%*	11.3%**	6.2%*	17.8%*
Hospitality or retail areas off campus	7.7%	10.9%	14.1%**	9.4%*	19.2%**	9.3%*	10.0%*	19.6%**	11.9%**	10.6%*	12.9%**	11.0%*	10.0%**
University-related online spaces and social activities (e.g. chatroom, online classrooms, messaging apps)	6.9%	11.5%	9.8%**	12.7%	0.0%	15.0%*	9.6%*	6.2%**	0.0%	10.6%	18.2%**	13.5%	0.0%
Sports and recreational areas on campus (e.g. gym, sports fields, galleries)	4.1%	3.2%*	0.0%	2.9%*	26.6%**	2.4%**	4.9%**	2.5%**	0.0%	3.6%*	0.0%	2.3%**	8.1%**
On work experience or professional placement	3.9%	0.4%**	0.0%	0.6%**	0.0%	0.8%**	0.0%	0.0%	0.0%	0.5%**	0.0%	0.5%**	0.0%
Academic or administrative staff office	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Somewhere else	4.6%	5.4%*	4.5%**	5.2%*	13.1%**	3.1%**	10.4%*	0.0%	7.4%**	4.0%*	16.1%**	5.2%*	6.4%**
Prefer not to say	5.1%	5.7%*	10.5%**	4.3%*	4.0%**	7.2%*	0.5%**	16.3%**	0.0%	3.7%*	21.0%**	4.4%*	13.1%**

UNIVERSITY: University of Technology Sydney

	TOTAL STUDY	TOTAL	MALE	FEMALE	DIFFERENTLY DESCRIBED	AGE 18-21	AGE 22-24	AGE 25-34	AGE 35 PLUS	DOMESTIC	INTER-NATIONAL	UNDER-GRADUATE	POST-GRADUATE
Knew perpetrator/s of most impactful sexual harassment in university context													
All of them	40.7%	37.3%	49.5%	32.2%	61.8%*	31.9%	42.6%	39.4%*	54.9%*	38.6%	27.6%*	37.5%	36.4%*
Some of them	10.0%	6.2%*	2.3%**	7.4%*	7.4%**	3.3%*	4.7%**	17.9%**	20.2%**	5.9%*	8.7%**	2.8%*	25.9%*
None of them	44.9%	51.7%	35.1%*	58.3%	26.8%**	58.2%	52.2%	31.8%*	24.9%**	52.9%	42.7%*	55.6%	28.9%*
Prefer not to say	4.4%	4.8%*	13.1%**	2.2%**	4.0%**	6.6%*	0.5%**	11.0%**	0.0%	2.7%*	21.0%**	4.1%*	8.8%**
Who was the perpetrator of most impactful sexual harassment in university context													
A student from your university	60.7%	57.0%	56.7%	55.9%	78.8%	48.6%	63.1%	69.1%	75.1%	58.4%	45.9%*	56.3%	61.0%
A stranger/no one I knew	31.8%	36.1%	25.3%*	41.2%	4.2%**	40.7%	36.2%	19.8%**	24.9%**	36.1%	36.2%*	38.1%	24.2%*
A student from your place of residence	7.5%	1.9%**	0.0%	2.6%**	0.0%	0.8%**	1.9%**	6.9%**	0.0%	1.4%**	5.6%**	1.2%**	5.5%**
A student from another university	4.7%	4.4%*	4.8%**	3.8%*	13.1%**	6.6%*	3.3%**	0.0%	0.0%	5.0%*	0.0%	4.6%*	3.3%**
A tutor or lecturer from your university	4.0%	3.5%*	2.3%**	4.1%*	0.0%	2.9%**	2.3%**	0.0%	31.1%**	4.0%*	0.0%	2.6%**	8.6%**
A partner, hook-up or date	3.2%	3.0%**	5.6%**	2.3%**	0.0%	2.1%**	5.7%**	0.0%	0.0%	3.4%**	0.0%	2.7%**	4.3%**
A non-academic (administrative) university staff member	1.4%	1.3%**	2.6%**	0.9%**	0.0%	0.8%**	1.8%**	0.0%	7.4%**	1.4%**	0.0%	0.4%**	6.1%**
A co-worker or supervisor in your paid employment outside of the university	1.0%	0.5%**	0.0%	0.7%**	0.0%	0.0%	0.0%	4.1%**	0.0%	0.5%**	0.0%	0.0%	3.3%**
A co-worker in your paid employment at university	0.9%	1.3%**	5.6%**	0.0%	0.0%	0.0%	3.8%**	0.0%	0.0%	1.5%**	0.0%	1.5%**	0.0%

UNIVERSITY: University of Technology Sydney

	TOTAL STUDY	TOTAL	MALE	FEMALE	DIFFERENTLY DESCRIBED	AGE 18-21	AGE 22-24	AGE 25-34	AGE 35 PLUS	DOMESTIC	INTER-NATIONAL	UNDER-GRADUATE	POST-GRADUATE
Who was the perpetrator of most impactful sexual harassment in university context (continued)													
Your supervisor at your professional placement or internship	0.9%	0.4%**	0.0%	0.6%**	0.0%	0.0%	0.0%	0.0%	10.8%**	0.5%**	0.0%	0.0%	3.0%**
A supervisor or employer in your paid employment at university	0.7%	0.5%**	0.0%	0.7%**	0.0%	1.0%**	0.0%	0.0%	0.0%	0.6%**	0.0%	0.6%**	0.0%
Your research or academic supervisor at the university	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Friend	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
A family member	0.4%	0.6%**	2.8%**	0.0%	0.0%	1.3%**	0.0%	0.0%	0.0%	0.7%**	0.0%	0.8%**	0.0%
Friend of friend	0.2%*	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ex-partner	0.1%*	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Someone else	2.1%	3.5%*	4.5%**	3.4%**	0.0%	4.0%**	3.1%**	4.0%**	0.0%	2.5%**	11.3%**	3.6%**	3.2%**
Prefer not to say	5.4%	7.7%*	13.1%**	6.2%*	4.0%**	10.0%*	2.2%**	16.3%**	0.0%	6.0%*	21.0%**	6.5%*	15.0%**
Gender of perpetrator/s of most impactful sexual harassment in university context													
Male / Males	84.0%	82.1%	40.1%	95.6%	78.5%	85.0%	76.6%	89.0%	72.4%	83.3%	73.4%	82.3%	81.0%
Female / Females	17.3%	16.8%	49.1%	6.6%*	17.6%**	11.5%*	25.4%*	4.1%**	47.9%*	17.2%	14.0%**	18.2%	8.9%**
Non-binary	0.8%	0.9%**	0.0%	1.3%**	0.0%	1.0%**	1.2%**	0.0%	0.0%	1.0%**	0.0%	0.6%**	2.7%**
Different gender	0.0%*	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not sure	3.5%	4.2%*	16.9%*	0.4%**	0.0%	2.8%**	4.5%**	11.0%**	0.0%	3.3%*	11.3%**	1.6%**	19.0%**
Prefer not to say	2.9%	2.1%**	4.8%**	1.1%**	4.0%**	3.8%**	0.5%**	0.0%	0.0%	1.1%**	9.7%**	2.5%**	0.0%
Sought any support or assistance from university after most impactful sexual harassment													
Yes	16.8%	16.2%	22.9%*	12.4%	46.5%*	11.2%*	20.8%*	22.0%**	23.7%**	14.5%	29.5%*	13.7%	31.0%*

UNIVERSITY: University of Technology Sydney

	TOTAL STUDY	TOTAL	MALE	FEMALE	DIFFERENTLY DESCRIBED	AGE 18-21	AGE 22-24	AGE 25-34	AGE 35 PLUS	DOMESTIC	INTER-NATIONAL	UNDER-GRADUATE	POST-GRADUATE
Reason for not seeking support from university after most impactful sexual harassment													
I did not think I needed help	70.8%	69.0%	68.6%	68.2%	100.0%	65.9%	76.6%	61.7%	71.2%*	71.0%	50.3%*	70.4%	59.3%
I did not think others would think it was serious enough	46.6%	50.0%	44.1%*	51.9%	41.4%**	45.4%	52.0%	49.7%*	100.0%	50.7%	43.0%*	49.6%	52.6%
I thought it would be too hard to prove	19.5%	15.6%	12.8%**	16.4%	14.9%**	14.4%	16.4%*	7.6%**	48.2%*	15.3%	17.8%**	15.8%	13.8%*
I felt embarrassed or ashamed	16.8%	12.9%	6.2%**	14.7%	14.9%**	13.1%*	12.2%*	11.2%**	21.5%**	13.7%	5.9%**	14.3%	2.9%**
I did not want to get anyone into trouble	15.2%	10.6%*	13.4%**	9.7%*	14.9%**	5.9%*	14.1%*	19.3%**	21.5%**	9.4%*	22.0%**	7.9%*	30.2%*
I did not know who could provide me with support or assistance	14.4%	10.8%	0.0%	14.1%	0.0%	11.5%*	7.9%*	12.3%**	21.5%**	11.9%	0.0%	11.2%	7.9%**
I was worried I might not be believed	12.8%	9.4%	0.0%	12.3%	0.0%	11.1%*	5.3%**	5.3%**	31.2%**	9.8%	5.9%**	9.6%*	7.7%**
I did not know where to go to get support or assistance	12.8%	10.2%	0.0%	13.4%	0.0%	9.7%*	8.9%*	12.3%**	21.5%**	11.3%	0.0%	10.5%	7.9%**
I did not want anyone to know	12.4%	15.5%	13.6%**	16.5%	0.0%	10.4%*	22.2%*	15.2%**	31.2%**	14.3%	26.2%**	14.4%	23.4%*
I was worried it would affect my studies or career opportunities	8.9%	7.5%*	0.0%	9.8%*	0.0%	8.4%*	3.9%**	5.3%**	31.2%**	6.8%*	13.9%**	6.9%*	11.7%**
I did not think the incident would be kept confidential	8.8%	4.5%*	3.4%**	4.9%*	0.0%	2.7%**	5.7%**	0.0%	31.2%**	4.3%*	5.9%**	3.8%*	8.9%**
I did not want to involve the police	8.2%	9.1%*	0.0%	11.9%	0.0%	10.0%*	3.7%**	10.8%**	38.5%**	8.8%*	12.3%**	8.1%*	16.5%**
I was too scared or frightened	6.0%	3.7%*	0.0%	4.9%*	0.0%	2.8%**	4.5%**	0.0%	21.5%**	3.3%*	7.9%**	4.3%*	0.0%
Other reasons	0.9%	2.1%**	0.0%	2.7%**	0.0%	1.2%**	3.4%**	0.0%	9.7%**	2.3%**	0.0%	1.9%**	3.0%**
Prefer not to say	2.7%	4.4%*	9.7%**	3.1%*	0.0%	6.9%*	0.0%	6.9%**	0.0%	3.5%*	13.8%**	4.2%*	6.2%**

UNIVERSITY: University of Technology Sydney

	TOTAL STUDY	TOTAL	MALE	FEMALE	DIFFERENTLY DESCRIBED	AGE 18-21	AGE 22-24	AGE 25-34	AGE 35 PLUS	DOMESTIC	INTER-NATIONAL	UNDER-GRADUATE	POST-GRADUATE
Made formal report or complaint about most impactful sexual harassment													
Yes	3.0%	2.5%*	2.3%**	2.5%**	4.2%**	2.4%**	1.9%**	1.4%**	12.8%**	1.2%**	12.4%**	2.1%**	4.7%**
Reason for not making formal report or complaint about most impactful sexual harassment													
I did not think I needed help	61.1%	65.3%	54.2%	68.1%	72.3%	66.5%	63.7%	66.3%	62.3%*	63.8%	83.4%	66.5%	57.7%
I did not think others would think it was serious enough	46.7%	44.2%	28.4%*	48.2%	51.9%*	42.2%	40.2%	51.3%*	86.4%	45.1%	33.0%**	43.7%	46.9%
I thought it would be too hard to prove	21.9%	18.0%	22.8%*	15.7%	37.2%**	14.4%	22.4%*	7.5%**	57.2%*	19.1%	6.3%**	17.5%	21.6%*
I was worried I might not be believed	15.5%	13.6%	12.1%**	14.2%	9.4%**	11.7%*	12.2%*	12.5%**	54.7%*	14.2%	6.3%**	12.2%	22.0%*
I felt embarrassed or ashamed	14.4%	13.0%	21.4%*	10.6%*	13.7%**	10.6%*	18.0%*	0.0%	35.6%**	14.1%	0.0%	14.2%	5.0%**
I did not want to get anyone into trouble	14.1%	15.2%	27.3%*	11.4%*	21.3%**	9.6%*	22.3%*	17.2%**	18.8%**	15.0%	17.0%**	14.9%	16.8%*
I did not know who I could make a formal report or complaint to	14.0%	11.7%	6.4%**	12.8%	20.1%**	9.2%*	13.4%*	15.5%**	18.8%**	11.9%	10.3%**	12.0%	10.0%**
I did not know where to go to make a formal report or complaint	13.1%	11.2%	8.8%**	11.4%	20.1%**	6.9%*	15.1%*	10.9%**	33.7%**	12.1%	0.0%	11.9%	6.3%**
I did not want anyone to know	12.9%	14.1%	27.1%*	10.7%*	9.4%**	10.1%*	18.8%*	7.0%**	44.1%*	14.7%	6.3%**	14.2%	13.4%*
I was worried it would affect my studies or career opportunities	10.7%	9.0%*	6.4%**	9.1%*	20.1%**	4.4%*	10.7%*	14.3%**	39.7%*	8.1%*	19.4%**	7.2%*	20.6%*
I did not think the incident would be kept confidential	10.4%	6.3%*	13.3%**	4.6%*	0.0%	1.8%**	9.7%**	4.7%**	39.7%*	6.8%*	0.0%	4.1%*	20.6%*
I did not want to involve the police	9.6%	11.7%	15.4%**	11.3%	0.0%	12.3%*	9.1%**	9.6%**	33.7%**	11.6%	13.1%**	11.4%*	13.2%**
I was too scared or frightened	5.8%	5.0%*	6.4%**	4.3%*	9.4%**	3.0%**	6.9%**	0.0%	27.3%**	5.4%*	0.0%	4.2%*	10.2%**
Other reasons	2.5%	0.5%**	2.3%**	0.0%	0.0%	1.0%**	0.0%	0.0%	0.0%	0.5%**	0.0%	0.6%**	0.0%
Prefer not to say	4.3%	5.4%*	3.0%**	6.4%*	0.0%	6.1%*	4.7%**	6.1%**	0.0%	5.9%*	0.0%	5.5%*	5.0%**

	TOTAL STUDY	TOTAL	MALE	FEMALE	DIFFERENTLY DESCRIBED	AGE 18-21	AGE 22-24	AGE 25-34	AGE 35 PLUS	DOMESTIC	INTER-NATIONAL	UNDER-GRADUATE	POST-GRADUATE
Knowledge on where to seek support or assistance within university about sexual harassment													
Everything	2.3%	3.5%	4.1%	2.7%*	8.9%**	1.9%*	1.0%**	9.7%*	11.4%*	2.7%	6.2%*	2.1%	9.4%*
A lot	11.6%	18.2%	20.8%	15.6%	20.5%*	17.4%	20.2%	18.6%	15.2%*	17.2%	21.6%	17.4%	21.8%
Some	38.4%	40.3%	43.5%	37.9%	24.6%*	41.6%	37.3%	40.9%	40.8%	40.7%	38.8%	40.7%	38.8%
Very little	30.7%	27.4%	23.8%	31.0%	26.6%*	29.1%	30.3%	20.8%	19.5%	29.2%	21.6%	29.3%	20.0%
Nothing	15.9%	8.6%	5.2%	12.3%	0.8%**	8.0%	8.8%	8.5%*	13.1%*	9.2%	6.6%*	8.5%	8.7%
Prefer not to say	1.0%	2.0%*	2.6%*	0.4%**	18.7%**	2.1%*	2.4%**	1.5%**	0.0%	0.9%*	5.3%*	2.1%*	1.4%**
Knowledge on where to go within university to make a complaint about sexual harassment													
Everything	2.3%	3.5%	4.1%	2.7%*	8.9%**	1.9%*	1.0%**	9.7%*	11.4%*	2.7%	6.2%*	2.1%	9.4%*
A lot	11.6%	18.2%	20.8%	15.6%	20.5%*	17.4%	20.2%	18.6%	15.2%*	17.2%	21.6%	17.4%	21.8%
Some	38.4%	40.3%	43.5%	37.9%	24.6%*	41.6%	37.3%	40.9%	40.8%	40.7%	38.8%	40.7%	38.8%
Very little	30.7%	27.4%	23.8%	31.0%	26.6%*	29.1%	30.3%	20.8%	19.5%	29.2%	21.6%	29.3%	20.0%
Nothing	15.9%	8.6%	5.2%	12.3%	0.8%**	8.0%	8.8%	8.5%*	13.1%*	9.2%	6.6%*	8.5%	8.7%
Prefer not to say	1.0%	2.0%*	2.6%*	0.4%**	18.7%**	2.1%*	2.4%**	1.5%**	0.0%	0.9%*	5.3%*	2.1%*	1.4%**
Confidence in universities reporting process for sexual harassment													
Extremely	11.2%	13.7%	15.7%	11.7%	12.6%**	10.3%	12.4%	20.8%	29.4%	12.4%	17.9%	11.0%	24.3%
Moderately	28.4%	33.1%	36.1%	30.6%	24.2%*	34.2%	30.5%	34.1%	32.6%	32.5%	35.1%	33.6%	31.1%
Somewhat	32.6%	30.3%	27.0%	33.4%	32.8%*	32.5%	30.1%	26.9%	21.9%	32.1%	24.1%	31.2%	26.8%
Slightly	14.7%	13.2%	10.2%	16.3%	11.0%**	14.0%	18.4%	4.9%*	7.9%*	14.1%	10.4%	14.6%	7.4%*
Not at all	8.8%	5.9%	5.9%	6.2%	0.8%**	5.3%	5.9%*	8.8%*	2.6%**	5.8%	6.4%*	6.1%	5.2%*
Prefer not to say	4.4%	3.8%	5.0%	1.7%*	18.7%**	3.8%	2.9%*	4.4%*	5.7%*	3.1%	6.1%*	3.4%	5.2%*

	TOTAL STUDY	TOTAL	MALE	FEMALE	DIFFERENTLY DESCRIBED	AGE 18-21	AGE 22-24	AGE 25-34	AGE 35 PLUS	DOMESTIC	INTER-NATIONAL	UNDER-GRADUATE	POST-GRADUATE
Sexual assault in university context since starting at university													
Yes	4.5%	4.0%	2.8%*	4.5%	16.6%**	1.7%*	6.0%*	6.7%*	6.0%*	4.4%	2.5%**	3.2%	7.2%*
Sexual assault in university context in the past 12 months													
Yes	1.1%	1.6%*	1.7%*	1.0%*	9.8%**	0.7%*	3.1%*	2.3%**	0.0%	1.3%*	2.5%**	1.2%*	3.2%*
Been told or suspected another student sexually assaulted in university context in the past 12 months													
Yes	4.0%	2.3%	2.6%*	1.6%*	9.7%**	2.0%*	3.4%*	2.1%**	0.0%	2.6%	1.3%**	2.5%	1.5%**
Knowledge on where to seek support or assistance within university about sexual assault													
Everything	2.3%	3.3%	4.1%*	2.2%*	8.9%**	1.3%*	1.0%**	12.0%*	4.6%**	1.9%*	8.0%*	1.3%*	11.3%
A lot	12.6%	18.9%	19.9%	17.7%	20.5%*	18.9%	20.9%	17.4%	13.3%*	18.4%	20.5%	17.9%	22.6%
Some	40.8%	47.3%	49.9%	44.9%	43.4%*	48.7%	45.4%	45.6%	50.2%	48.8%	42.5%	48.2%	43.7%
Very little	28.8%	21.1%	18.4%	24.4%	9.4%**	21.7%	22.5%	18.4%	17.9%*	22.0%	18.2%	22.3%	16.5%
Nothing	14.6%	8.0%	5.8%	10.5%	2.7%**	8.0%	7.9%	6.6%*	14.1%*	8.4%	6.8%*	8.6%	5.9%*
Prefer not to say	0.8%	1.3%*	1.8%*	0.1%**	15.1%**	1.4%*	2.3%**	0.0%	0.0%	0.5%**	4.1%*	1.7%*	0.0%

	TOTAL STUDY	TOTAL	MALE	FEMALE	DIFFERENTLY DESCRIBED	AGE 18-21	AGE 22-24	AGE 25-34	AGE 35 PLUS	DOMESTIC	INTER-NATIONAL	UNDER-GRADUATE	POST-GRADUATE
Knowledge on where to go within university to make a complaint about sexual assault													
Everything	2.3%	3.9%	5.1%	2.3%*	8.9%**	2.4%	2.8%*	8.1%*	8.7%*	3.4%	5.5%*	2.8%	8.3%*
A lot	9.6%	14.8%	16.5%	13.2%	13.2%**	13.5%	15.8%	16.0%	17.9%	13.4%	19.4%	13.8%	18.9%
Some	33.9%	37.9%	42.4%	34.0%	27.7%*	39.0%	33.1%	42.9%	34.4%	38.6%	35.7%	38.8%	34.2%
Very little	32.6%	29.2%	25.4%	33.2%	23.8%*	30.6%	32.7%	21.5%	23.1%	30.7%	24.0%	29.7%	26.9%
Nothing	21.0%	13.2%	9.4%	17.0%	11.3%*	13.2%	13.8%	11.1%	15.9%*	13.7%	11.3%	13.6%	11.4%
Prefer not to say	0.6%	1.1%*	1.2%**	0.3%**	15.1%**	1.1%**	1.8%**	0.4%**	0.0%	0.2%**	4.1%*	1.3%*	0.4%**
Confidence in universities reporting process for sexual assault													
Extremely	11.8%	14.2%	16.8%	11.7%	12.6%**	9.8%	14.2%	22.3%	29.8%	12.7%	19.3%	11.3%	26.1%
Moderately	28.8%	32.6%	34.9%	30.3%	31.6%*	34.8%	29.1%	31.2%	33.7%	32.7%	32.2%	33.6%	28.3%
Somewhat	31.4%	31.2%	29.5%	33.1%	25.4%*	32.5%	30.4%	30.5%	23.8%	32.3%	27.3%	31.8%	28.5%
Slightly	14.2%	12.5%	9.3%	15.7%	13.6%*	13.2%	16.9%	6.3%*	4.7%*	13.4%	9.8%*	13.6%	8.3%*
Not at all	9.3%	5.9%	5.0%	6.9%	1.7%**	5.8%	7.1%*	4.8%*	3.7%**	6.2%	4.9%*	6.2%	4.5%*
Prefer not to say	4.4%	3.6%	4.5%	2.2%*	15.1%**	3.8%	2.3%**	5.0%*	4.3%**	2.8%	6.5%*	3.5%	4.3%*

UNIVERSITY: **University of Technology Sydney**
Note to reader:

Tables contain weighted estimates. Results were weighted to institution student population.

Relative standard errors (RSE) were calculated for survey estimates. If the RSE was between 25% and 50% an * appears next to the estimate that indicates caution should be used with the associated estimate. If the RSE was above 50% an ** appears meaning the estimate is unreliable and not reportable.

Differently described gender includes students whose gender identity was not classified as female or male. Gender identity was derived using the 'two-step method' of cross-classifying responses to sex assigned at birth and current gender.

Table below details which students were asked the question and the question number. The questions are available in Appendix 3 of the NSSS national report.

Citation for report: Heywood, W., Myers, P., Powell, A., Meikle, G., & Nguyen, D. (2022). National Student Safety Survey: Report on the prevalence of sexual harassment and sexual assault among university students in 2021. The Social Research Centre: Melbourne.

Description	Question number and base description.
Sexual harassment in university context since starting at university	Question: DBV2. Asked of all students
Sexual harassment in university context in the past 12 months	Question: DBV3. Asked of all students
Observed another student being sexually harassed in university context in the past 12 months	Question: D1. Asked of all students
Location of most impactful incident of sexual harassment in university context	Question: B6. Asked of all students who experienced sexual harassment in an Australian university context
Knew perpetrator/s of most impactful incident of sexual harassment in university context	Question: B8. Asked of all students who experienced sexual harassment in an Australian university context
Who was the perpetrator of most impactful incident of sexual harassment in university context	Question: B9. Asked of all students who experienced sexual harassment in an Australian university context
Gender of perpetrator/s of most impactful incident of sexual harassment in university context	Question: B10. Asked of all students who experienced sexual harassment in an Australian university context
Sought any support or assistance from university after most impactful incident of sexual harassment	Question: C2. Asked of all students who experienced sexual harassment in an Australian university context
Reason for not seeking support from university after most impactful incident of sexual harassment	Question: C4. Asked of all students who experienced sexual harassment in an Australian university context

continued:

Description	Question number and base description.
Made formal report or complaint about most impactful incident of sexual harassment	Question: C7. Asked of all students who experienced sexual harassment in an Australian university context
Reason for not making formal report or complaint about most impactful incident of sexual harassment	Question: C11. Asked of all students who experienced sexual harassment in an Australian university context and did not make a formal report or complaint.
Knowledge on where to seek support or assistance within university about sexual harassment	Question: E1. Asked of all students
Knowledge on where to go within university to make a complaint about sexual harassment	Question: E2. Asked of all students
Confidence in university's reporting process for sexual harassment	Question: E4. Asked of all students
Sexual assault in university context since starting at university	Question: DVF2. Asked of all students
Sexual assault in university context in the past 12 months	Question: DVF3. Asked of all students
Been told or suspected another student sexually assaulted in university context in the past 12 months	Question: H1. Asked of all students
Knowledge on where to seek support or assistance within university about sexual assault	Question: I1. Asked of all students
Knowledge on where to go within university to make a complaint about sexual assault	Question: I2. Asked of all students
Confidence in university's reporting process for sexual assault	Question: I4. Asked of all students

Note to reader:

Tables contain weighted estimates. Results were weighted to institution student population.

Relative standard errors (RSE) were calculated for survey estimates. If the RSE was between 25% and 50% an * appears next to the estimate that indicates caution should be used with the associated estimate. If the RSE was above 50% an ** appears meaning the estimate is unreliable and not reportable.

Differently described gender includes students whose gender identity was not classified as female or male. Gender identity was derived using the 'two-step method' of cross-classifying responses to sex assigned at birth and current gender.

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Description	Question number and base description.
Sexual harassment in university context since starting at university	Question: DBV2. Asked of all students
Sexual harassment in university context in the past 12 months	Question: DBV3. Asked of all students
Observed another student being sexually harassed in university context in the past 12 months	Question: D1. Asked of all students
Location of most impactful incident of sexual harassment in university context	Question: B6. Asked of all students who experienced sexual harassment in an Australian university context
Knew perpetrator/s of most impactful incident of sexual harassment in university context	Question: B8. Asked of all students who experienced sexual harassment in an Australian university context
Who was the perpetrator of most impactful incident of sexual harassment in university context	Question: B9. Asked of all students who experienced sexual harassment in an Australian university context
Gender of perpetrator/s of most impactful incident of sexual harassment in university context	Question: B10. Asked of all students who experienced sexual harassment in an Australian university context
Sought any support or assistance from university after most impactful incident of sexual harassment	Question: C2. Asked of all students who experienced sexual harassment in an Australian university context
Reason for not seeking support from university after most impactful incident of sexual harassment	Question: C4. Asked of all students who experienced sexual harassment in an Australian university context

continued:

Description	Question number and base description.
Made formal report or complaint about most impactful incident of sexual harassment	Question: C7. Asked of all students who experienced sexual harassment in an Australian university context
Reason for not making formal report or complaint about most impactful incident of sexual harassment	Question: C11. Asked of all students who experienced sexual harassment in an Australian university context and did not make a formal report or complaint.
Knowledge on where to seek support or assistance within university about sexual harassment	Question: E1. Asked of all students
Knowledge on where to go within university to make a complaint about sexual harassment	Question: E2. Asked of all students
Confidence in university's reporting process for sexual harassment	Question: E4. Asked of all students
Sexual assault in university context since starting at university	Question: DVF2. Asked of all students
Sexual assault in university context in the past 12 months	Question: DVF3. Asked of all students
Been told or suspected another student sexually assaulted in university context in the past 12 months	Question: H1. Asked of all students
Knowledge on where to seek support or assistance within university about sexual assault	Question: I1. Asked of all students
Knowledge on where to go within university to make a complaint about sexual assault	Question: I2. Asked of all students
Confidence in university's reporting process for sexual assault	Question: I4. Asked of all students

From: [Greg Welsh](#)
To: [Catharine Pruscino](#); [Jennifer Kiely](#); [Lesley Hitchens](#); [Andrew Parfitt](#)
Subject: ANU acts on sexual misconduct
Date: Thursday, 3 March 2022 6:39:30 AM

<https://campusmorningmail.com.au/news/anu-acts-on-sexual-misconduct/>

Sent from my iPhone

From: [Greg Welsh](#)
To: [Catharine Pruscino](#); [Andrew Parfitt](#); [Lesley Hitchens](#); [Amy Persson](#)
Subject: Campus sexual harassment survey doesn't add up
Date: Tuesday, 29 March 2022 8:34:24 AM
Attachments: [image001.png](#)

Good morning
 Salvatore Babones picking up the approach formerly taken by Bettina Arndt in The Australian in 2016
 Best wishes
 Greg

Campus sexual harassment survey doesn't add up

[SALVATORE BABONES](#)

According to the survey, the No.1 form of sexual harassment suffered by students last year was staring.

1:00PM MARCH 28, 2022

The numbers are in on sexual harassment at Australia's universities and they're even worse than expected. Not the estimated rates of sexual harassment on campus: they've declined from 21 per cent in a [2016 survey](#) to 8.1 per cent in the 2021 National Student Safety Survey. Good work, underpaid vice-chancellors.

No, the problem isn't the declining rates. It's the numbers themselves. Like the 2016 on-campus harassment survey, Universities Australia's 2021 survey produces bad numbers by design. That may or may not have been the intention of the trade organisation that represents Australia's 39 publicly funded universities. But it is the mathematical reality of the survey it commissioned.

According to the survey, the No.1 form of sexual harassment suffered by students last year was staring. Roughly two-thirds of students reporting sexual harassment suffered staring. Our students must be stared to death.

But don't blame the students. They didn't necessarily claim they were harassed. The survey asked them if "anyone ever made you feel uncomfortable, harassed or upset (by) staring at you". That's a much lower bar. It was UA and its contractors at the Australian National University Social Research Centre who decided "uncomfortable staring" constituted sexual harassment.

In fact, the survey report notes "many students who reported experiencing unwanted staring ... were unsure whether the incident qualified as sexual harassment".

It wasn't only staring that students questioned. They also questioned the seriousness of "following, catcalling or certain levels of touching". Yet the

second and third most common forms of sexual harassment reported in the survey were “touched, hugged or invaded personal space” and “followed or loitered near you”. If someone invaded your personal space, even in a non-sexual way, that’s sexual harassment.

Only 1 per cent of students reported experiencing unwelcome “requests for sex or repeated invitations to go on dates”, and even fewer encountered more threatening behaviours. As with any form of anti-social behaviour, no amount of harassment is an acceptable amount. But in the hypersexualised world of adolescent dating, the fact only 1 per cent of students experienced unwelcome requests for sex is a surprisingly encouraging result.

Reassuringly, it seems most students are mature enough to behave appropriately in public, to maintain perspective on unwelcome social interactions, and to take care of themselves when they experience inappropriate sexual advances. If only our university leaders were so grown-up.

Instead, the survey presents us with a moral panic narrative based on wonky statistics that don’t stand up to scrutiny. Wonky, because UA and ANU’s Social Research Centre broke the most elementary rule of survey research. Their sample was enormous: 43,819 students answered the survey. But it almost certainly did not represent the university population as a whole.

The classic example of the “big sample” mistake cited in undergraduate social research methods textbooks is the 1936 Literary Digest poll. Based on a survey of 2.4 million Americans, Literary Digest magazine predicted Kansas governor Alf Landon would cruise to victory over president Franklin D. Roosevelt in the 1936 US election. In reality, Roosevelt won by the biggest landslide in modern US history, with nearly 61 per cent of the popular vote.

How did the pollsters get it so wrong? Sampling bias. They thought they were surveying the American electorate. In reality, they were surveying Literary Digest’s readership. And Literary Digest readers, it turned out, tended to vote Republican.

The UA survey reached a sample of 378,992 students at 38 universities. But only 43,819 responded, yielding a response rate of only 11.6 per cent. If these 11.6 per cent were representative of the entire student population, no problem. But it is perhaps just possible that students who had experienced sexual harassment might be likelier than others to respond to a survey on sexual harassment.

It’s hard to know for sure, but one indicative data point would be relative proportions of female, male and non-binary students who answered the survey. UA knows the numbers; gender is the third question it asked. But despite reporting many detailed analyses based on gender, it doesn’t report the simple breakdown of the sample by gender.

That's important because we know female and non-binary students are likelier than men to face sexual harassment. The survey reports sexual harassment was experienced by 10.5 per cent of female university students and 22.4 per cent of non-binary students but only 3.9 per cent of male students. If the survey's respondents were disproportionately female, that would strongly suggest the possibility the survey's results were shaped by sample bias.

So I asked UA for a breakdown of the sample by gender. To its credit, it answered right away. And its answer was: "Sorry, the sorts of statistics you're looking for are not available." That tells you everything you need to know about our universities, their governance standards and commitment to the pursuit of truth.

Salvatore Babones is an associate professor at the University of Sydney. His book *Australia's Universities: Can They Reform?* will be launched on Wednesday at the Centre for Independent Studies.

<https://www.australiasuniversities.com/>

Greg Welsh

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From: [Lesley Hitchens](#)
To: [Margaret Connolly](#); [Andrew Parfitt](#)
Subject: Re: Sexual Violence Policy
Date: Friday, 14 October 2022 6:50:26 PM

Thanks Margaret. I'm ok with this going to TEQSA. As you know I have some concerns about the use of 'sexual violence' and it does create some confusion in the policy document when we cross-reference to policies relating to 'sexual assault' - which I think would be the better term. However, we have discussed this and it is something that can be considered further down the track.

Regards
Lesley

Professor Lesley Hitchens
Acting Provost and Senior Vice President

From: Margaret Connolly <Margaret.Connolly@uts.edu.au>
Sent: Friday, 14 October 2022 5:01 PM
To: Lesley Hitchens <Lesley.Hitchens@uts.edu.au>; Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: FW: Sexual Violence Policy

Hi Lesley and Andrew

Attached is the version of the sexual violence and harassment prevention policy that I would like to include with the TEQSA registration submission. It is currently on its way to Teaching and Learning Committee for feedback and UTS Legal is continuing to work with Bill Paterson and Elizabeth Miller on some of the wording. Elizabeth is undertaking a website review at the moment and as the required updates there become clearer some of the more procedural aspects of this version may be omitted. Are you OK for this version to go to TEQSA?

Regards
Margaret

From: [Greg Welsh](#)
To: [Andrew Parfitt](#); [Amy Persson](#); [Heather Nolar](#); [Jennifer Kieby](#); [Catharine Pruscino](#)
Subject: Media coverage
Date: Wednesday, 23 March 2022 3:06:19 PM
Attachments: [image007.png](#)

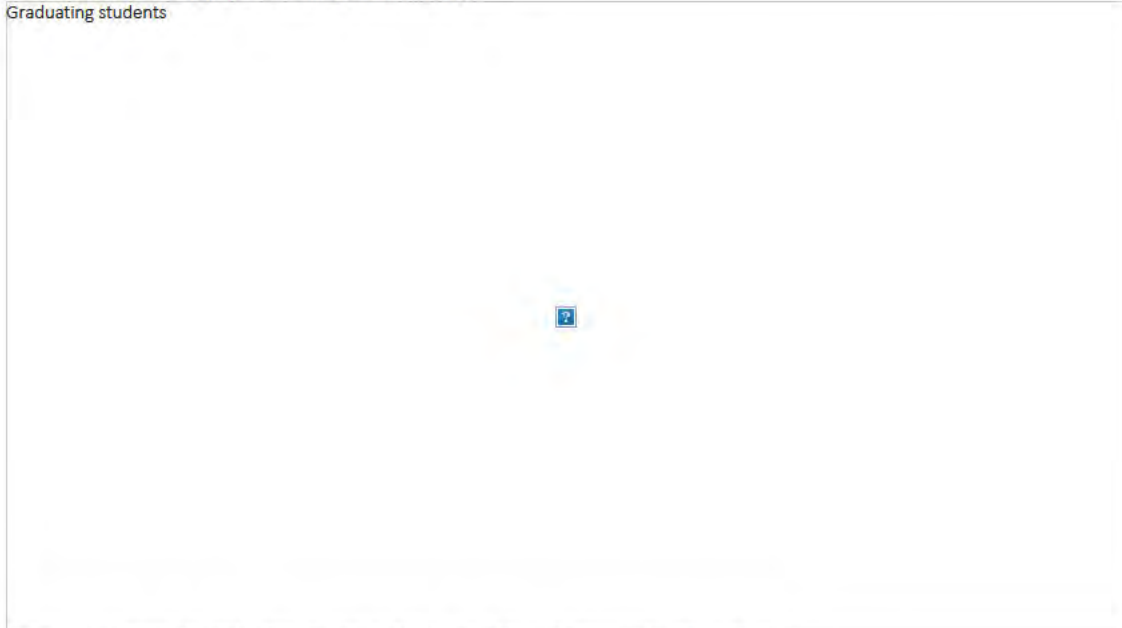
Hi all
 First media coverage – ANU singled out as worst performing
 Greg

Universities Australia apologises to victims as it releases National Student Safety Survey into sexual assault and harassment

By [Niki Burnside](#)

Posted 1h ago 1 hours ago, updated 51m ago 51 minutes ago

Graduating students



Universities Australia chair John Dewar apologised to victims of sexual harassment and sexual assault.

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abc.net.au/news/universities-australia-student-safety-survey-sexual-assault/100932000

COPY LINKSHARE

The head of Universities Australia has apologised to student victims of sexual assault and harassment while releasing a damning report into the prevalence of the offences across the sector.

Key points:

Universities Australia's Chair John Dewar says the results of the National Student Safety Survey are "distressing, disappointing and confronting" the survey revealed one in six students had been sexually harassed since beginning university and one in 20 had been sexually assaulted Professor Dewar apologised to victim-survivors and committed to doing more to enact change in the university sector

In a statement, Universities Australia's Chair John Dewar called the results of the National Student Safety Survey (NSSS), released today, "distressing, disappointing and confronting".

The independent survey was conducted by The Social Research Centre and investigated the scale and nature of student experiences of sexual harassment and sexual assault across 39 Australian universities.

The survey revealed one in six students had been sexually harassed since beginning university and one in 12 had been sexually harassed in the past 12 months.

One in 20 students had been sexually assaulted since starting at university and one in 100 had been sexually assaulted in the past 12 months.

The findings also revealed most victim-survivors did not know how to report the sexual misconduct to their institution.

On behalf of Universities Australia and its 39 members, I am deeply sorry, Professor Dewar said.

To every single university student who has experienced sexual harassment or sexual assault, or has a friend, family member or

loved one who has – I am sorry.

I am sorry for what you endured. I am sorry for how that may have affected your relationships, your mental health, your studies and your life.

Students who are female, transgender, living with disability over-represented

University students walk through campus



The survey found pansexual, bisexual, gay or lesbian students were over-represented among victims of sexual harassment and sexual assault. (ABC News Lucas Hill)

Certain trends were made clear in the survey, including who was most likely to be a victim of sexual assault or sexual harassment, and where such offences had most commonly occurred.

Female students, transgender students and non-binary students were more likely to have experienced sexual misconduct at university in the past 12 months than male students.

Pansexual, bisexual, gay or lesbian students were also over-represented among victim-survivors, as well as younger students aged 18 to 21.

Students with a disability were also more likely to report suffering sexual harassment, at 13.7 per cent of respondents, and sexual assault, at 2.4 per cent.

According to the report, more than 85 per cent of perpetrators of sexual assault were male, and one in 20 were university staff members.

The survey also showed that these incidents were more likely to occur at clubs and societies events and spaces, university student accommodation or residences, and, to a lesser extent, at private homes and residences.

A woman yells into a microphone at a protest at the Australian National University.



Students at ANU have previously protested the university's attitude towards sexual assault.(ABC News Jordan Hayne)

The rate of such incidences also varied across institutions, with the Australian National University (ANU) in Canberra revealed to have the worst record.

The survey found 26.1 per cent of ANU respondents reported being sexually harassed at some point during their time at university.

This is twice the national average.

Of ANU respondents, 12.3 per cent reported that they had been sexually assaulted at some point during their time at university, which is three times the national average.

Earlier this month, [the ANU cited awareness of an online reporting system as the reason for a jump in student disclosures of sexual misconduct.](#)

Tall modern curved buildings rise up as people walk past. An artwork is on display in the foreground.



The Australian National University implemented the Sexual Misconduct Disclosure form in 2019.(ABC News Niki Burnside)

In a statement, ANU vice-chancellor Brian Schmidt said while the survey showed disproportionate number of ANU students were among the victims, it also revealed a higher percentage of students knew where to go to make a complaint or seek support for sexual assault than the national average.

Professor Schmidt said the institution was already working on solutions, including by investing in a Student Safety and Wellbeing Plan and making consent training mandatory for all students within the next two years.

Today's results are difficult for our community and my thoughts are with victim-survivors, their loved ones and the dedicated professionals and advocates who work so hard to support them, he said.

ANU is listening and acting, and we are making major new investments to stop and respond to these unacceptable behaviours.

Students share stories of harassment, assault

Universities Australia surveyed more than 43,000 individuals, including in the NSSS report the personal stories of 1,835.

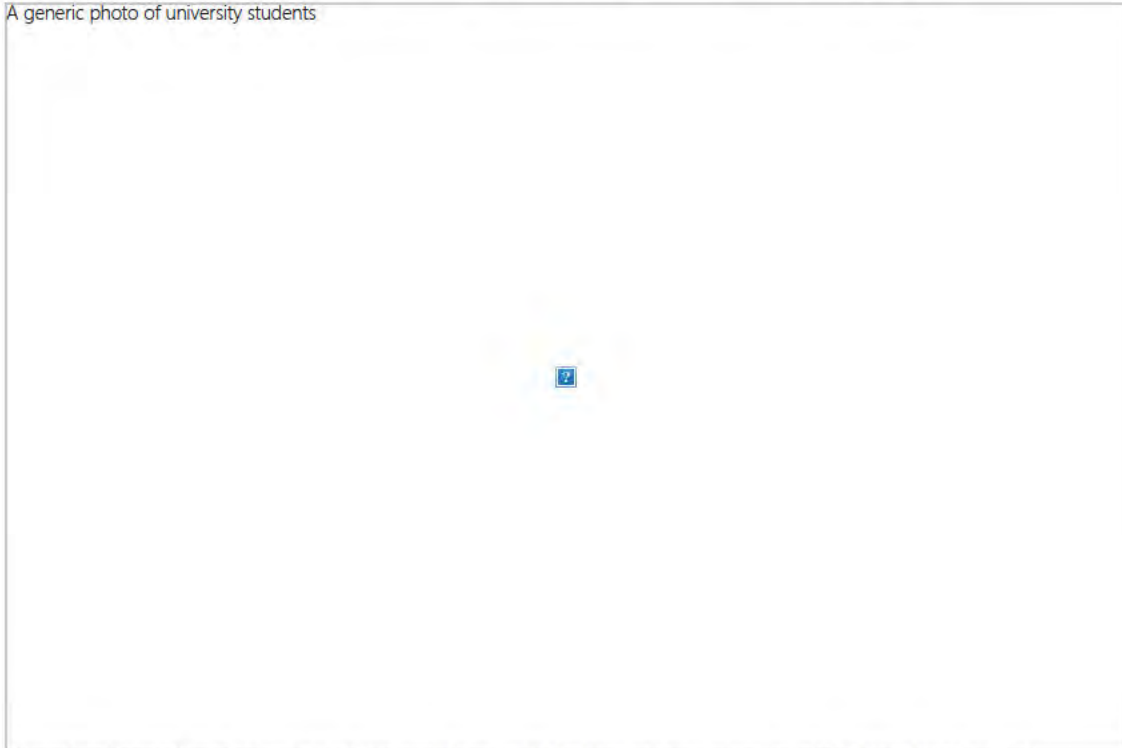
Among those was Zara (not her real name) who said she felt let down by the way her university administration handled her complaint when she went to them for support and protection.

The international student said she was repeatedly harassed by a member of staff at the university, who sent her unwanted texts commenting on her appearance and referencing stereotypes about her country of origin. She brought the issue to the head of the department.

Two weeks later, I was told by the head of department to block the phone number of the accused and asked to no longer attend school seminars or social events as no one could guarantee my safety from this person, Zara said in her submission.

This occurred over two years ago and since then I have not attended an academic seminar on my campus.

A generic photo of university students



Universities Australia Chair Professor John Dewar said they needed to do more to protect students. *(ABC News Nick Haggarty)*

Other survey respondents told stories of experiencing unwanted sexual advances on campus, of dealing with stalkers, being touched inappropriately or hearing sexual comments made about them during classes.

Going to university, I dealt with men stalking me online and following my class timetable at uni to know where I was when I [tried to] avoid them, one respondent said.

I was asked extremely private, personal, and uncomfortable questions about my sex life by a uni bus driver when he used to drive me around the campus late at night, another said.

A number of those who contributed said they felt let down by their university when they did report what had occurred.

Some of my group [assignment] members also made me feel uncomfortable (making sexist comments about women, asking inappropriate personal questions, unwanted physical contact) but when I told the lecturer, nothing was done about it, so I dropped the course, one respondent said.

Report highlights need for 'cultural change'

Students walk through the Great Court at the University of Queensland.



More than 1,800 students shared stories of being harassed or assaulted as part of the survey. *(ABC News Giulio Saggini)*

Professor Dewar thanked those who made submissions and said widespread cultural change needed to occur.

Your contribution helps us make change and see where measures may have fallen short, and where there are green shoots of cultural change, he said.

The survey results are part of a growing body of evidence in Australia which shows that sexual harassment and sexual assault are pervasive in all corners of our society.

As a nation, this cannot be tolerated, and as a sector, we will continue to be part of the solution.

He said changes had already been implemented by institutions following previous reports and studies.

These include better reporting and evidence collection processes, consent training, respectful relationship education for students, stronger guidelines for relationships between supervisors and students, and overhauling the way reports of sexual harassment or sexual assault are handled by a university, he said.

We are working hard to make our campuses physically safer and more secure. We know we need to do more, and we will do it. These findings will guide our continuing work.

Posted 1h ago | 1 hours ago, updated 51m ago

Greg Welsh
Head of Communication

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From: [Nick Crowley](#)
To: [Andrew Parfitt](#); [Mark Cox](#); [Kylie Gould](#)
Cc: [Felicity Howell](#)
Subject: Re: [EXTERNAL] Sexual harassment amendments to FW Act commence 6 March 2023
Date: Monday, 6 March 2023 2:09:15 PM
Attachments: [image001.png](#)

Hi Andrew,

We are aware of this, and Felicity is doing some initial work on what action we might need to consider.

Our initial thinking is that we will need to take some action, but that we are reasonably well placed to start with.

Cheers

Nick

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Date: Monday, 6 March 2023 at 1:07 pm
To: Mark Cox <Mark.Cox@uts.edu.au>, Nick Crowley <Nick.Crowley@uts.edu.au>, Kylie Gould <Kylie.Gould@uts.edu.au>
Subject: FW: [EXTERNAL] Sexual harassment amendments to FW Act commence 6 March 2023

Colleagues,

I assume you are aware of this. Any action(s) we need to take beyond our existing approaches?
Andrew.

Professor Andrew Parfitt^[1]_{SEPP}

Vice-Chancellor and President

University of Technology Sydney

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TS Logo



From: Australian Higher Education Industrial Association <aheia@aheia.edu.au>
Date: Monday, 6 March 2023 at 1:05 pm
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: [EXTERNAL] Sexual harassment amendments to FW Act commence 6 March 2023

[view this email in a browser](#)



6 March 2023

Sexual harassment amendments to FW Act commence 6 March 2023

The provisions of the *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* that provide for greater protection against sexual harassment in the workplace come into operation on 6 March 2023. The provisions give effect to the recommendation of the Australian Human Rights Commission's *Respect@Work* Report to make legislative amendments to enhance the ability of employers and workers to effectively address sexual harassment in the workplace. The new provisions expand the FWC's power to make stop sexual harassment orders, which commenced in 2021, also in response to the *Respect@Work* Report, and further provide:

- for an expanded definition of "worker"
- that workers may make joint applications
- that unions may bring sexual harassment claims on behalf of workers
- for a vicarious liability provision for employers.

In addition, federal sex discrimination legislation has been amended to impose a positive duty on employers to prevent sexual harassment.

New FW Act procedures

- It will be unlawful to sexually harass another person where they are a worker in a business, seeking to become a worker, or conducting a business. "Worker" includes employee, contractor, subcontractor, outworker, apprentice, trainee, work experience student and volunteer.
- If an employee or agent of a "principal" contravenes the provisions, the principal will be held liable unless they prove that they took all reasonable steps to prevent the contravention.
- A person, 2 or more persons, or an industrial association on their behalf, may apply to FWC for either a Stop Sexual Harassment Order, or to otherwise deal with the dispute, or both. Applications must be made within 24 months of the alleged contravention.
- The FWC may make a Stop Sexual Harassment Order if it finds that harassment has occurred and there is a risk that the aggrieved person will continue to be sexually harassed. In making orders, FWC must take into account any internal grievance or dispute procedures, and any outcomes from them, and cannot make an order for pecuniary payment. Contravention of a Stop Sexual Harassment Order is breach of a civil remedy provision.
- Where the application does not consist solely of an application for a Stop Sexual Harassment Order, FWC must deal with the matter by conciliation or mediation. If FWC is satisfied that all reasonable attempts to resolve the dispute other by arbitration have been unsuccessful, it must issue a certificate to that effect; and must also advise the parties if it considers that an arbitration would not have a reasonable prospect of success.
- In resolving the dispute by arbitration, FWC may make orders for

compensation and/or lost remuneration; require a person to perform any reasonable act or course of conduct to redress loss or damage suffered by an aggrieved person; express an opinion that sexual harassment has occurred, or that it would be inappropriate to take any further action in the matter.

Positive duty imposed

The *Sex Discrimination Act 1984* has been amended to provide that an employer or person conducting a business or undertaking must take reasonable and proportionate measures to eliminate sexual harassment as far as possible. The Fair Work Commission has issued an [Implementation Report on Sexual Harassment in Connection with Work](#) to assist stakeholders, and will be publishing further resources on its website, including a benchbook.

What should employers do?

Employers should take steps to make their workplace compliant with the legislative changes, including:

- reviewing and updating current discrimination and harassment training modules, and ensuring that training is mandatory, including at senior level
- reviewing and updating current policies and procedures, including grievance resolution procedures, to ensure that they are consistent with the legislation
- sending a clear message to all staff from the highest level that sexual harassment will not be tolerated and will have serious consequences
- if bargaining for a new agreement, ensure that the definition of serious misconduct includes sexual harassment.

[Unsubscribe](#) Andrew.Parfitt@uts.edu.au from this list.

Our mailing address is:

Australian Higher Education Industrial Association

Level 6

303 Collins Street

Melbourne, Vic 3000

Australia

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From: [Greg Welsh](#)
 To: [Andrew Parfitt](#); [Amy Persson](#); [Heather Nolan](#); [Jennifer Kiely](#); [Catharine Pruscino](#); [Lesley Hitchens](#)
 Subject: Re: Media coverage
 Date: Wednesday, 23 March 2022 6:46:09 PM
 Attachments: [image001.png](#)
[image002.png](#)
[image001.png](#)
[image002.png](#)

Just heard a very critical ABC Radio news report, basically saying the sector's done nothing, sweeping it under the carpet etc. The negative voices included the womens officer from USyd and Sharna Brenner from EROC. Catriona was included, but basically just apologising that the results weren't better.

G

Sent from my iPhone

On 23 Mar 2022, at 3:45 pm, Greg Welsh <Greg.Welsh@uts.edu.au> wrote:

[SMH report below](#)

One in six university students sexually harassed, one in 20 sexually assaulted

By [Jordan Baker](#) and [Wendy Tuohy](#)
 March 23, 2022 — 1 29pm

WHY IT MATTERS

One in six university students say they have been sexually harassed

The major study involved 44,000 students from the 38 members of Universities Australia

Transgender and non-binary students were more likely to have experienced harassment than heterosexual students

One in six Australian university students say they have been sexually harassed and one in 20 say they have been sexually assaulted since beginning their degree, a major national study of almost 44,000 university students has found.

Half of those who were harassed knew some or all of the perpetrators, and almost half of the incidents happened in general campus areas, the survey found. One in 30 made a formal complaint, and one in six sought support.

Two-thirds of those who were sexually assaulted knew the perpetrator, and one in 20 made a complaint. One in four sought support. A quarter of the incidents happened at clubs, societies and events, and another quarter happened at student accommodation.

The study, which included the on-campus and off-campus lives of students, was conducted in late 2021 and involved the 38 members of Universities Australia. It found transgender and non-binary students were more likely to have experienced harassment than heterosexual students.

Younger students, those with a disability, those who mainly speak English at home and those who live in student accommodation were also more likely to have experienced sexual harassment.

Half of the students knew little about the formal reporting process for sexual harassment and assault.

The survey is the second of its kind, following a 2016 survey commissioned by the Australian Human Rights Commission.

The latest survey found a lower prevalence of sexual harassment, but used a slightly different methodology and was held after students spent almost two years learning from home due to COVID-19. The findings that young women and gender and sexuality diverse students were most likely to have experienced sexual harassment at university are consistent across both surveys.

Examples of harassment and assault included catcalling, receiving sexualised comments or sexist commentary, being inappropriately touched, groped, "up-skirted", stalked, kissed without permission, online harassment and being sexually assaulted.

Sexual assaults involved instances where victim/survivors did not consent to the sexual activity, withdrew consent during the sexual activity and the perpetrator continued, or were too intoxicated to consent, the report said.

“Significant mental health impacts were the primary effect of experiencing sexual harassment and/or sexual assault in a university context, which often led to long-term impacts on self-esteem, self-confidence, and unhealthy relationships with substances,” it said.

Universities Australia chair John Dewar said the sector hoped there would be a significant improvement in sexual harassment and assault rates since the previous survey. “Sadly, that does not seem to be the case,” he said.

“These behaviours and the attitudes that underpin them will take a significant length of time to turn around – they’re deeply ingrained not just in Australian universities but in the wider community.”

The founder and director of End Rape on Campus Australia, Sharna Bremner, said universities had failed to improve safety for students in the five years since the Human Rights Commission revealed a high prevalence of sexual harassment on campus.

“If we were to give universities a grade on how they’ve responded, we would give them an F ... we’re seeing students still experiencing increasingly high rates, especially among certain populations, of sexual assault and harassment,” she said.

Ms Bremner, who has been briefed on the results by Universities Australia, said sexual harassment and assault were not taken as seriously as other student behaviour.

“There are certain things universities will take seriously: if you plagiarise you will probably be suspended, if you sexually assault a peer you will probably be just fine,” she said.

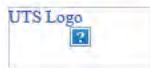
“We’re [student advocates] dealing with an old-boys network [university administration] with a staggering amount of money, and when you’re a student who just wants to go to your lecture without sitting next to the person who raped you, you’re entering a David and Goliath battle.”

Students still did not trust that if they reported incidents of sexual harassment or assault, anything would be done, she said.

If this article has raised any issues, find support at 1800RESPECT: 1800 737 732 or 1800 FULL STOP. The Morning Edition newsletter is our guide to the day’s most important and interesting stories, analysis and insights. [Sign up here.](#)

Greg Welsh
Head of Communication

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From: Greg Welsh

Sent: Wednesday, 23 March 2022 3:06 PM

To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>; Amy Persson <Amy.Persson@uts.edu.au>; Heather Nolan <Heather.L.Nolan@uts.edu.au>; Jennifer Kiely <Jennifer.Kiely@uts.edu.au>; Catharine Pruscino <Catharine.Pruscino@uts.edu.au>

Subject: Media coverage

Hi all

First media coverage – ANU singled out as worst performing

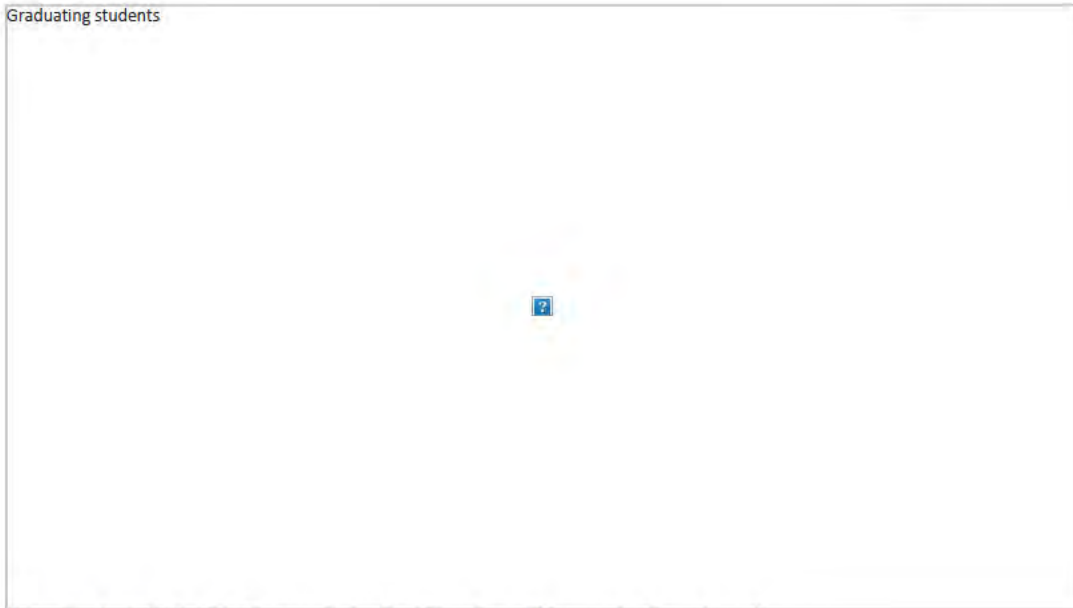
Greg

Universities Australia apologises to victims as it releases National Student Safety Survey into sexual assault and harassment

By [Niki Burnside](#)

Posted 1h ago 1 hours ago, updated 51m ago 51 minutes ago

Graduating students



Universities Australia chair John Dewar apologised to victims of sexual harassment and sexual assault.

Share this article

abc.net.au/news/universities-australia-student-safety-survey-sexual-assault/100932000

COPY LINKSHARE

The head of Universities Australia has apologised to student victims of sexual assault and harassment while releasing a damning report into the prevalence of the offences across the sector.

Key points:

Universities Australia's Chair John Dewar says the results of the National Student Safety Survey are "distressing, disappointing and confronting"

The survey revealed one in six students had been sexually harassed since beginning university and one in 20 had been sexually assaulted

Professor Dewar apologised to victim-survivors and committed to doing more to enact change in the university sector

In a statement, Universities Australia's Chair John Dewar called the results of the National Student Safety Survey (NSSS), released today, "distressing, disappointing and confronting".

The independent survey was conducted by The Social Research Centre and investigated the scale and nature of student experiences of sexual harassment and sexual assault across 39 Australian universities.

The survey revealed one in six students had been sexually harassed since beginning university and one in 12 had been sexually harassed in the past 12 months.

One in 20 students had been sexually assaulted since starting at university and one in 100 had been sexually assaulted in the past 12 months.

The findings also revealed most victim-survivors did not know how to report the sexual misconduct to their institution.

"On behalf of Universities Australia and its 39 members, I am deeply sorry," Professor Dewar said.

"To every single university student who has experienced sexual harassment or sexual assault, or has a friend, family member or loved one who has – I am sorry.

"I am sorry for what you endured. I am sorry for how that may have affected your relationships, your mental health, your studies and your life."

Students who are female, transgender, living with disability over-represented

University students walk through campus



The survey found pansexual, bisexual, gay or lesbian students were over-represented among victims of sexual harassment and sexual assault.(*ABC News Lucas Hill*)

Certain trends were made clear in the survey, including who was most likely to be a victim of sexual assault or sexual harassment, and where such offences had most commonly occurred.

Female students, transgender students and non-binary students were more likely to have experienced sexual misconduct at university in the past 12 months than male students.

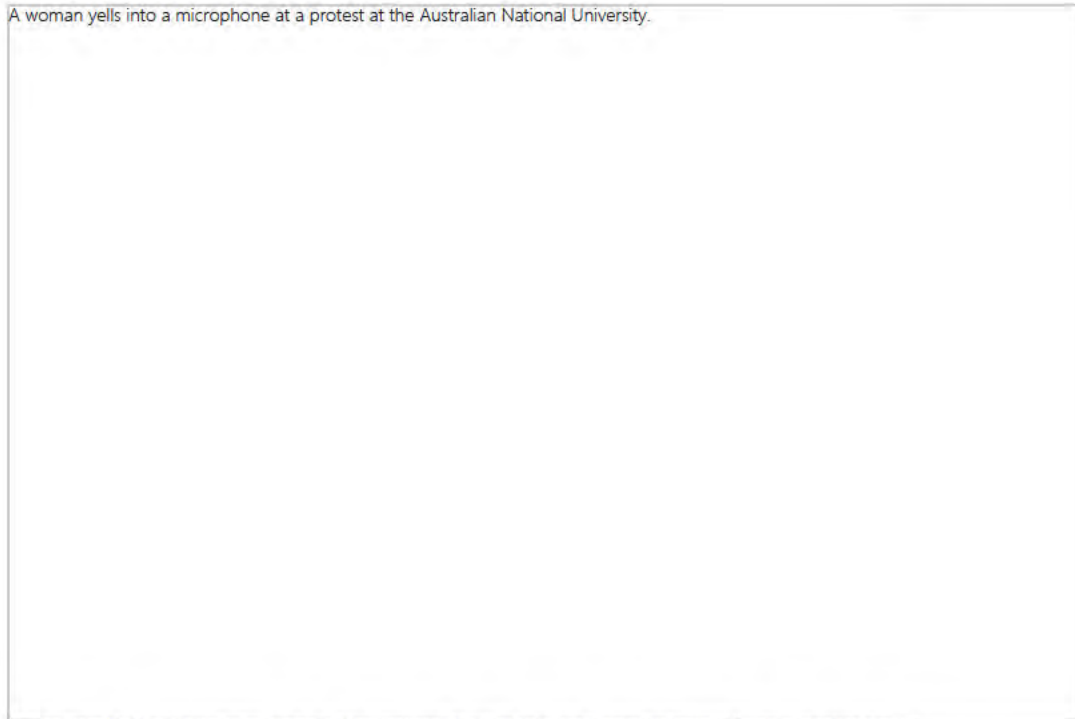
Pansexual, bisexual, gay or lesbian students were also over-represented among victim-survivors, as well as younger students aged 18 to 21.

Students with a disability were also more likely to report suffering sexual harassment, at 13.7 per cent of respondents, and sexual assault, at 2.4 per cent.

According to the report, more than 85 per cent of perpetrators of sexual assault were male, and one in 20 were university staff members.

The survey also showed that these incidents were more likely to occur at clubs and societies events and spaces, university student accommodation or residences, and, to a lesser extent, at private homes and residences.

A woman yells into a microphone at a protest at the Australian National University.



Students at ANU have previously protested the university's attitude towards sexual assault.(ABC News Jordan Hayne)

The rate of such incidences also varied across institutions, with the Australian National University (ANU) in Canberra revealed to have the worst record.

The survey found 26.1 per cent of ANU respondents reported being sexually harassed at some point during their time at university.

This is twice the national average.

Of ANU respondents, 12.3 per cent reported that they had been sexually assaulted at some point during their time at university, which is three times the national average.

Earlier this month, [the ANU cited awareness of an online reporting system as the reason for a jump in student disclosures of sexual misconduct.](#)

Tall modern curved buildings rise up as people walk past. An artwork is on display in the foreground.



The Australian National University implemented the Sexual Misconduct Disclosure form in 2019.(ABC News Niki Burnside)

In a statement, ANU vice-chancellor Brian Schmidt said while the survey showed disproportionate number of ANU students were among the victims, it also revealed a higher percentage of students knew where to go to make a complaint or seek support for sexual assault than the national average.

Professor Schmidt said the institution was already working on solutions, including by investing in a Student Safety and Wellbeing Plan and making consent training mandatory for all students within the next two years.

"Today's results are difficult for our community and my thoughts are with victim-survivors, their loved ones and the dedicated professionals and advocates who work so hard to support them," he said.

"ANU is listening and acting, and we are making major new investments to stop and respond to these unacceptable behaviours."

Students share stories of harassment, assault

Universities Australia surveyed more than 43,000 individuals, including in the NSSS report the personal stories of 1,835.

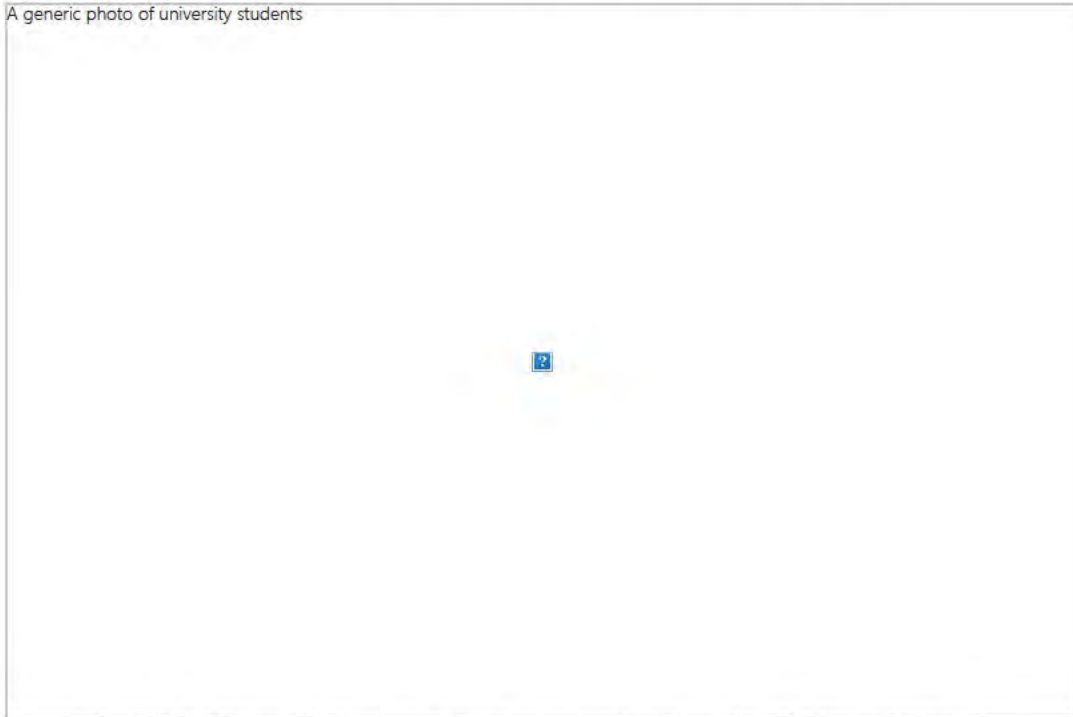
Among those was Zara (not her real name) who said she felt let down by the way her university administration handled her complaint when she went to them for support and protection.

The international student said she was repeatedly harassed by a member of staff at the university, who sent her unwanted texts commenting on her appearance and referencing stereotypes about her country of origin. She brought the issue to the head of the department.

"Two weeks later, I was told by the head of department to block the phone number of the accused and asked to no longer attend school seminars or social events as no one could guarantee my safety from this person," Zara said in her submission.

"This occurred over two years ago and since then I have not attended an academic seminar on my campus."

A generic photo of university students



Universities Australia Chair Professor John Dewar said they needed to do more to protect students. *(ABC News Nick Haggarty)*

Other survey respondents told stories of experiencing unwanted sexual advances on campus, of dealing with stalkers, being touched inappropriately or hearing sexual comments made about them during classes.

"Going to university, I dealt with men stalking me online and following my class timetable at uni to know where I was when I [tried to] avoid them," one respondent said.

"I was asked extremely private, personal, and uncomfortable questions about my sex life by a uni bus driver when he used to drive me around the campus late at night," another said.

A number of those who contributed said they felt let down by their university when they did report what had occurred.

"Some of my group [assignment] members also made me feel uncomfortable (making sexist comments about women, asking inappropriate personal questions, unwanted physical contact) but when I told the lecturer, nothing was done about it, so I dropped the course," one respondent said.

Report highlights need for 'cultural change'

Students walk through the Great Court at the University of Queensland.



More than 1,800 students shared stories of being harassed or assaulted as part of the survey. (ABC News: *Giulio Saggin*)

Professor Dewar thanked those who made submissions and said widespread cultural change needed to occur.

"Your contribution helps us make change and see where measures may have fallen short, and where there are green shoots of cultural change," he said.

"The survey results are part of a growing body of evidence in Australia which shows that sexual harassment and sexual assault are pervasive in all corners of our society.

"As a nation, this cannot be tolerated, and as a sector, we will continue to be part of the solution."

He said changes had already been implemented by institutions following previous reports and studies.

"These include better reporting and evidence collection processes, consent training, respectful relationship education for students, stronger guidelines for relationships between supervisors and students, and overhauling the way reports of sexual harassment or sexual assault are handled by a university," he said.

"We are working hard to make our campuses physically safer and more secure. We know we need to do more, and we will do it. These findings will guide our continuing work."

Posted 1h ago 1 hours ago, updated 51m ago

Greg Welsh

Head of Communication

Marketing and Communication Unit

University of Technology Sydney

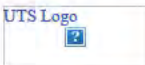
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UTS Logo



From: [Greg Welsh](#)
To: [Lesley Hitchens](#); [Catharine Pruscino](#); [Andrew Parfitt](#); [Amy Persson](#); [Sam Sandford](#); [Jennifer Kiely](#); [Elvira Fonacier](#)
Subject: RE: NSSS Outcomes - CONFIDENTIAL
Date: Friday, 11 March 2022 10:48:00 AM
Attachments: [image003.png](#)
[image004.png](#)
[image001.png](#)

Hi Lesley

Here's the SRC's response:

Hi Greg,

Each institution only has access to the national average in the first column and the findings from their students, so it won't cause any issues.

Cheers,

Wendy

By the way, the NSWVCC comms/govvie might be catching up to discuss communication approaches (but not share results, as they are confidential)

Best wishes

Greg

Greg Welsh

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From: Lesley Hitchens <Lesley.Hitchens@uts.edu.au>
Sent: Friday, 11 March 2022 9:25 AM
To: Greg Welsh <Greg.Welsh@uts.edu.au>; Catharine Pruscino <Catharine.Pruscino@uts.edu.au>; Andrew Parfitt <Andrew.Parfitt@uts.edu.au>; Amy Persson <Amy.Persson@uts.edu.au>; Sam Sandford <Samantha.Sandford@uts.edu.au>; Jennifer Kiely <Jennifer.Kiely@uts.edu.au>; Elvira Fonacier <Elvira.Fonacier@uts.edu.au>
Subject: Re: NSSS Outcomes - CONFIDENTIAL
 Thanks Greg.
 Will this affect our comparison scores with the national scores?
 Best
 Lesley

Professor Lesley Hitchens
Acting Provost and Senior Vice President

From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Friday, 11 March 2022 9:23 AM
To: Catharine Pruscino <Catharine.Pruscino@uts.edu.au>; Andrew Parfitt <Andrew.Parfitt@uts.edu.au>; Amy Persson <Amy.Persson@uts.edu.au>; Sam Sandford <Samantha.Sandford@uts.edu.au>; Lesley Hitchens <Lesley.Hitchens@uts.edu.au>; Jennifer Kiely <Jennifer.Kiely@uts.edu.au>; Elvira Fonacier <Elvira.Fonacier@uts.edu.au>
Subject: RE: NSSS Outcomes - CONFIDENTIAL

Dear all

The SRC have fixed the error – please use this version rather than the one received yesterday

Best wishes

Greg

Greg Welsh

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Marketing and Communication Unit

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From: Catharine Pruscino <Catharine.Pruscino@uts.edu.au>

Sent: Thursday, 10 March 2022 2:26 PM

To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Amy Persson <Amy.Persson@uts.edu.au>; Sam Sandford <Samantha.Sandford@uts.edu.au>; Lesley Hitchens <Lesley.Hitchens@uts.edu.au>; Jennifer Kiely <Jennifer.Kiely@uts.edu.au>

Subject: Re: NSSS Outcomes - CONFIDENTIAL

Hi All –

I have found an issue and potential error with our institutional report. On page 7, the questions

- Knowledge on where to seek support or assistance within the university about sexual harassment

and

- Knowledge on where to go within the university to make a complaint about sexual harassment

have identical data in the tables the follow. I am still working through the remainder of our report.

Catharine

Catharine Pruscino (she/her)

Program Manager, Respect.Now.Always.

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>

Date: Thursday, 10 March 2022 at 1:12 pm

To: Greg Welsh <Greg.Welsh@uts.edu.au>, Amy Persson <Amy.Persson@uts.edu.au>, Sam Sandford <Samantha.Sandford@uts.edu.au>, Catharine Pruscino <Catharine.Pruscino@uts.edu.au>, Lesley Hitchens <Lesley.Hitchens@uts.edu.au>, Jennifer Kiely <Jennifer.Kiely@uts.edu.au>

Subject: NSSS Outcomes - CONFIDENTIAL

Attached.

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Vice-Chancellor and President

University of Technology Sydney

Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007

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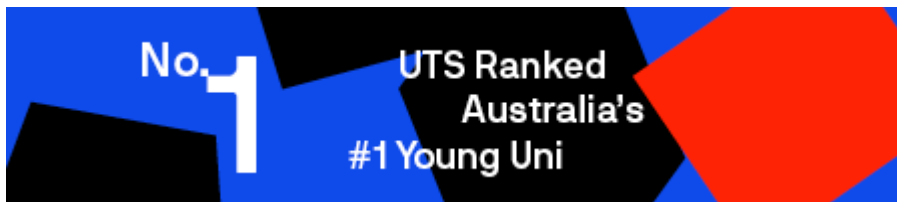
TS Logo



From: Geoffrey Francis
Sent: REDACTED
GIPA2023/05 May 2022 5:36 PM
To: David Redden; Ahmet Durust
Subject: FW: REDACTED
GIPA2023/05 submitted online report

Hi Ahmet,
Are you able to send the email sent to security associated with the below incident.
Thanks for your help,
Cheers
Geoff Francis
Counselling Supervisor
Clinical Psychologist
Student Services Unit
University of Technology, Sydney
Tel: (02) 9514 1177
Fax: (02) 9514 1172
email: Geoffrey.Francis@uts.edu.au
CRICOS Code 00099F

Please note my working hours :
Mondays – Wednesdays: I work from 2.30pm to 8.30pm
I do not work Thursdays or Fridays.



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Thank you

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Think. Green. Do.

Please consider the environment before printing this email.

From: Sarah Lok <Sarah.Lok@uts.edu.au>

Sent: REDACTED
GIPA2023/05 23 May 2022 10:01 AM

To: Geoffrey Francis <Geoffrey.Francis@uts.edu.au>

Subject: REDACTED
GIPA2023/05 submitted online report

REDACTED GIPA2023/05



Thanks,
Sarah

Sarah Lok
Head of Counselling
Clinical Psychologist
Student Services Unit
University of Technology, Sydney
Tel: (02) 9514 1177
Fax: (02) 9514 1172
uts.edu.au

Counselling sessions available via phone/zoom/face-to-face

UTS Counselling:
9514 1177 student.services@uts.edu.au

UTS Security:
Dial 6 from a campus phone or 1800 249 559 from any phone
<https://www.uts.edu.au/current-students/campus-life/your-campus/safety-and-security>

Off campus:
For emergencies dial 000 for Police/Ambulance/Fire Brigade