



## Sexual Assault & Sexual Harassment

A guide for disclosure, reporting and make a complaint at QUT

*There is no place for sexual harassment, sexual assault, or any form of discrimination at QUT.*

### What is sexual assault?

Sexual assault is any sexual act or behaviour that is unwanted or forced and happens without consent. It covers a broad range of sexual activity and could involve:

- One person indecently assaulting another, for example by groping or inappropriate touching of a sexual nature, or
- One person forcing or coercing another to perform a sexual act on them.

### What is sexual harassment?

Sexual harassment is any conduct of a sexual nature that is unwelcome.

It takes many forms, but could involve: touching, sexual comments or jokes, staring or leering, sex-based insults, sexually offensive text messages, phone calls, screen savers, posters, emails, or social media contact.

Sexual harassment is against the law in Queensland. It does not have to be deliberate or repeated to be unlawful. Some sexual harassment, such as sexual assault, indecent exposure and stalking is a criminal offence.

## What is consent?

Consent is when a person freely and voluntarily agrees to an activity. It can only be given by a person with the cognitive capacity to do so. Consent is not freely and voluntarily given if you are:

- Under force
- Unconscious or asleep
- Under the influence of drugs or alcohol
- Under threat or intimidation
- In fear of bodily harm, or
- Have a mistaken belief that the offender is your sexual partner.

(QUT MOPP A/8.5)

## The complaint process

### What is a disclosure?

In this context, disclosure means telling another person about an incident of sexual assault, sexual harassment, or discrimination. The incident can be recent, have occurred in the past, or be ongoing. Disclosure is generally about support-seeking, and you may not necessarily be seeking other action by the university. The university will support you to make an informed choice about further actions you wish to take, if any.

### Who can I make a disclosure to?

You can make a disclosure to any QUT staff member, many have been trained to provide advice and support. Our counsellors provide free, confidential support or you can also contact QUT's Discrimination Advisers, who are specifically trained in this area.

### What is a complaint?

A complaint is a formal option you can take if you would like assistance to intervene or resolve the matter. At QUT, complaints are handled by Discrimination Advisers.

### What is the difference between a complaint and a disclosure?

A complaint may come after a disclosure, but many people will make a disclosure without making a complaint. You may find that once you have information about the options available, you wish to formalise the matter and make a complaint. It is up to you.

### How do I make a complaint?

Contact QUT Equity Services on 07 3138 5601 and ask to speak to a Discrimination Adviser, or email [discriminationadviser@qut.edu.au](mailto:discriminationadviser@qut.edu.au).

## The complaints process at QUT

QUT has a two stages in our complaints process: an early resolution process, and an investigative process.

Where possible we will try to resolve a situation early, but in some cases will proceed directly to an investigative process.

## **What are the rights of a complainant?**

A person who makes a complaint has certain rights; these include:

- Natural justice- to be treated with respect and impartiality at all stages
- Confidentiality
- Safety and wellbeing
- Presence of a support person if wanted
- Timely resolution
- Choice of how to proceed (where possible)

## **What are the rights of the respondent?**

A person about whom the complaint is made also has certain rights in the process, including:

- Natural justice- to be treated with respect and impartiality at all stages
- Confidentiality
- Opportunity to respond to allegations
- Procedural fairness

## **How will my safety and wellbeing be ensured during this process?**

Throughout the complaint process, your safety and wellbeing will be the priority. Every effort will be made to minimise further harm or trauma, and to avoid the need for you to retell the details of the complaint.

Discrimination Advisers will work closely with QUT Security, steps taken may include:

- Timetable changes
- Academic adjustments
- Work placement reassignments
- A student access or safety plan

## **Can a report be made elsewhere?**

Yes, at any time a complaint can be made to the Queensland Police Service or another external agency such as the Queensland Human Rights Commission. In that case, QUT will co-operate with the relevant organisation and cease internal investigations.

## **What should I do while a preliminary assessment or investigation is underway?**

- Keep any evidence
- Contact required support services

- Respond to any requests from Discrimination Advisers or external investigators
- Practice good self-care

**For more information visit Respect and Safety at**

**QUT [qut.to/respectandsafety](https://qut.to/respectandsafety)**

## **Contact:**

### **QUT Discrimination Advisers**

Our Discrimination Advisers are trained and can provide free, confidential advice about what is involved in making a complaint and what support is available. They can be reached through Equity Services reception or via email.

07 3138 5601

[discriminationadviser@qut.edu.au](mailto:discriminationadviser@qut.edu.au)

### **Support services on campus**

#### **QUT Security**

07 3138 8888

QUT SafeZone App- [qut.to/safezone](https://qut.to/safezone)

If your situation is urgent, always call 000 in the first instance.

#### **QUT Student Counselling**

Gardens Point 07 3138 2383 [counservgp@qut.edu.au](mailto:counservgp@qut.edu.au)

Kelvin Grove 07 3138 3488 [counservkg@qut.edu.au](mailto:counservkg@qut.edu.au)

#### **QUT International Student Services**

Gardens Point 07 3138 2019 [issadvice@qut.edu.au](mailto:issadvice@qut.edu.au)

Kelvin Grove 07 3138 3963

### **Support off campus**

**1800 RESPECT** – 24/7 telephone counselling, whether seeking help for yourself, a friend, relative or colleague. 1800 737 732

[www.zigzag.org.au](https://www.zigzag.org.au) – provides a place of healing, support, and social action and change for young women aged 12-25 years.

[www.briscc.org.au](https://www.briscc.org.au) – a community-based, not-for-profit organisation in Brisbane that provides support to survivors of sexual violence.

<https://metoomvmt.org/> – you are not alone, movement support survivors and end sexual violence