



ST ANN'S COLLEGE

Policies & Protocol

Executive Summary

Sexual assault and sexual harassment are prohibited by law. They are treated as serious misconduct at St Ann's College. Respectful relationships are the expected norm.

The term 'sexual assault' is used in this policy to refer to unwanted physical sexual activity which is defined wider than in the criminal law.

If an incident is the subject of a criminal law investigation, the College's processes may have to be suspended pending completion of the criminal process. The College's internal process is not a substitute for a criminal process.

This policy has been prepared in accordance with the recommendations of the Broderick report into "Cultural Renewal at the University of Sydney Residential Colleges" (p56) A checklist of recommendations follows before the policy begins below.

From the report

“Best practice standards for preventing and managing sexual misconduct have been established by international and Australian studies, including those conducted by the White House Task Force; the Universities UK Taskforce; End Rape on Campus Australia (EROC); the Australian Human Rights Centre of the University of New South Wales; and the Australian National Association for Services Against Sexual Violence.

These studies are based on university-wide information. However, a number of studies have noted the potential for the increased incidence of sexual misconduct in residential settings. As Armstrong et al. have noted in their study of a residential hall at a Midwestern American research university, residential settings at universities are microcosms of the key structural and cultural factors that enable sexual misconduct on campus, including normalised heavy alcohol consumption and gender hierarchies, or what they call ‘the development of sexualized peer cultures organized around status’. **For this reason, best practice principles for combatting sexual misconduct broadly are applicable to residential colleges.** Indeed, because residential colleges are smaller communities, they have the potential to enact cultural change more quickly, and be a model to their universities.

Five key principles of best practice emerge from the evidence:

1. Residential Colleges should adopt a whole-of-community **integrated and holistic framework for preventing and responding to sexual misconduct.**
2. The institution must have a **stand-alone zero-tolerance policy** about sexual misconduct which is clear, well-communicated and readily accessible. This policy should clearly articulate consequences for any breach.
3. **Survivors must be supported**, including through appropriate reporting options and trauma-informed professional support.
4. Appropriate **evidence-based, education and training** must be provided for staff and for student leaders. Staff and student leaders should be trained in trauma-informed and survivor-centred responses. Sexual misconduct prevention education programs should be grounded in an understanding of gender, other identities and related power dynamics, as well as framed in terms of ethical relationships.
5. Institutions must **implement procedures to ensure transparency and disclosure, and conduct self-assessments to track policy efficacy.**”

Broderick Report Recommendations

Best practice standards recommend a comprehensive, clear, detailed policy that is widely communicated and readily available, including on the institution’s website. The policy should^[1]:

Recommendation	Policy includes:
Expressly prohibit sexual misconduct and make clear the consequences of breaching the policy.	Yes

Define key terms and concepts, illustrated with relevant examples in order to clarify the meaning of and behaviours that constitute sexual harassment, sexual assault and consent.	Yes
Acknowledge the institution's responsibility to provide a safe and respectful environment for all.	Yes
Articulate expectations that all staff and students in the institution's community play a role in creating a safe and respectful environment.	Yes
Provide clear details on processes for reporting and responding to sexual misconduct, including with specific names and contact details, and how to support someone who has experienced sexual assault.	Yes
Provide clear guidance and a variety of options for survivors/victims to disclose, and to seek external support, counselling and health services.	Yes
With regard to disciplinary action against alleged perpetrators, a coordinated response between Colleges and the University should be considered where the student and perpetrator are studying on the same campus (see recommendations below).	Yes
Information regarding perpetrator accountability is included in the sexual misconduct policy, and the processes made clear in advance to those reporting.	Yes
While the College should maintain the principles of due process for the alleged perpetrator, consideration must be given to the affected student, as well as to the safety of other students. Such consideration may mean that an alleged perpetrator is temporarily or permanently removed from the College and potentially suspended from the campus.	Yes

[1] From the Broderick report p56.

St Ann's College Respectful Relationships Policy

- Background to the Policy
- Scope and purpose
- St Ann's College – Building a safe environment
- Definitions
- Reporting Party
- Responding Party
- Support Person
- Informed Consent
- Consent to sexual activity
- Reckless indifference to consent
- Sexual Assault
- Indecent Assault
- Sexual Harassment
- Assault
- Harassment
- Discrimination
- Confidentiality
- Once a report is made
- Initial report
- Where to go for support and information
- Executive Residential Staff
- Student supports
- Support provided by the College to past students
- Record-keeping
- Further information

St Ann's College Sexual Misconduct Policy

- Support
- Reporting Procedures – what are my options?
- Anonymous report
- Informal request for support
- Formal report
- Criminal reporting
- What if I don't want to make a formal report or Police report?
- What if I want to make a report on behalf of somebody else?
- Standards of Evidence

St Ann's College Protocol for Responding to an Allegation of Sexual Assault

- Step 1 – Establish immediate safety
- Step 2 – If a student tells you they have been sexually assaulted

- Step 3 – Provide Information and facilitate access to counselling, medical, legal support
- Medical Support
- Making a complaint to College
- Police and Legal Support
- Step 4 – Provide printed information containing referral numbers for assistance
- Step 5 – Proceed to St Ann’s College Critical Incident Policy
- Step 6 – Debriefing
- Other sources of support following sexual assault

Appendices

- SP001 Code of Conduct Policy
- SP002 Critical Incident Policy