

Sexual Harassment and Sexual Assault

Information, Support and Reporting

APIC has zero tolerance for sexual assault and harassment. We maintain the right of every student and staff member to feel safe and respected at all times on APIC campuses. APIC is committed to supporting students and staff affected by sexual assault or harassment, regardless of where and when it takes place.

Sexual Harassment

Definitions

Sexual harassment can be defined as

- unwanted sexual advances, or unwelcome requests for sexual favours; or
- other unwelcome conduct of a sexual nature; and
- in the circumstances, a reasonable person would have expected you to be offended, humiliated or intimidated by this behaviour.

Sexual harassment is any unwelcome sexual behaviour which is likely to **offend, humiliate or intimidate**. It has nothing to do with mutual attraction or friendship. Examples include:

- unwelcome physical touching including deliberately brushing up against a person
- uninvited kisses or embraces
- requests for sex
- staring or leering
- sexually explicit conversation
- suggestive comments or jokes
- unwanted requests to go out on dates, especially after prior refusal
- emailing pornography or rude jokes
- sending sexually explicit texts
- intrusive questions about your private life or body
- displaying posters, magazines or screen savers of a sexual nature.
- making promises or threats in return for sexual favours
- "flashing" (exposing private parts of the body) or sexual gestures
- sex based insults, taunts, teasing or name-calling
- touching or fiddling with a person's clothing e.g. lifting up skirts, flicking bra straps
- offensive phone calls or letters
- stalking, sexual insults or taunting
- offensive messages through new technologies such as mobile phone cameras, social networking websites, emails or SMS/MMS communications.

Sexual Assault

Definitions

Sexual assault is a legal term used to describe a range of sexual offences, from showing indecent

images to another person, to kissing or touching them, as well as penetration of the person's body with a body part or object.

If someone does something sexual that makes you feel uncomfortable or touches your body when you do not want them to, it may be a sexual assault.

"Sexual assault" is often called other names like:

Sexual abuse, rape, indecent behaviour, indecent assault, sexual molestation, incest, child sexual abuse, child sexual assault, touching, 'feeling up', sexual harassment.

If someone does something to make you feel that you have been assaulted, you can seek help from health and counselling services, including sexual assault services (see contact details below). This applies even when you don't want to report to police, or if you have reported to the police, but they do not believe that a crime has been committed.

If you are not sure whether you have been sexually assaulted or not, you can contact a sexual assault service or legal service. There are specially trained people who can help you understand what has happened to you and what your options are.

Some people blame victims or make victims feel that they somehow asked to be raped because of how they looked or dressed, or where they were at the time. This is not right. **It is never a victim's fault. Sexual assault is always a crime.**

For definitions and examples of sexual assault:

https://www.victimsservices.justice.nsw.gov.au/sexualassault/Pages/sexual_assault_victims.aspx
and

<https://www.wlsnsw.org.au/resources/sexual-assault/what-is-sexual-assault/>

HELP and more information

If you are in immediate danger call **000**

If you would like to speak to the APIC external counselling service, Converge, who have counsellors and psychologists trained to support victims of sexual assault and sexual harassment call **1300 687 327**. Calling or contacting the service does not mean you are reporting the incident. These services offer support and help and will be able to provide you with the information you may require if you decide you do want to report the incident.

If you would like to speak to the APIC counsellor and make an appointment, please **click here** or drop in to the Regent Street (Sydney) campus between 9.00am and 12pm on Tuesdays. Melbourne students can access this service as a telephone or online counselling service during the same hours.

You may want to speak to someone for support and more information or to help you decide whether and how to report:

In person (confidential and private)

Sydney	Ask to speak to Angela at reception	02 9318 8117	angela.leota@apicollege.edu.au
Melbourne	Ask to speak to Michelle	03 9603 5333	michelle.gillick@apicollege.edu.au

The following services are specialised and external to the college. Calling or contacting the following services does not mean you are reporting the incident. These services offer support and help. If you want to report the incident or incidents, then these services can also help you through that process and offer you advice.

There is more information on the webpages of these organisations.

NSW	VIC
<p>1800 Respect (1800 737 732) national telephone line for victims of sexual assault and family violence (available 24 hours)</p> <p>NSW Rape Crisis 1800 424 017 or www.nswrapecrisis.com.au.</p> <p>Bravehearts on 1800 272 831 or www.bravehearts.org.au</p> <p>Victim Services website: www.lawlink.nsw.gov.au/vs Victims Support Line (Victims Access Line 1800 633 063) Aboriginal Contact Line 1800 019 123</p> <p>Helping Victims of Sexual Assault: http://www.victimsservices.justice.nsw.gov.au/sexualassault</p> <p>Sexual Assault Services Contact via your local hospital or go to www.health.nsw.gov.au/publichealth/se</p>	<p>1800 Respect (1800 737 732) national telephone line for victims of sexual assault and family violence (available 24 hours)</p> <p>Sexual Assault Crisis Line (24 hours) 1800 806 292</p> <p>Victims of Crime Help Line (7 days, 8am-11pm) 1800 819 817</p> <p>e-Safety Commissioner Child Protection Service DHHS (24 hours) 131 278</p> <p>Safe Steps Family Violence Response Centre (24 hours) for women and children 1800 015 188 or 9322 3555</p> <p>Kid's Help Line 1800 551 800</p>

<p><u>sexualassault</u></p> <p>Child Sexual Assault Counselling and support services CASAC (Child & Adolescent Sexual Assault Counsellors) on (02) 9601 3790 or www.casac.org.au Kids Helpline 1800 551800</p> <p>Immigrant Women's Speakout 9635 8022 - www.speakout.org.au</p>	
<p>Police https://www.police.nsw.gov.au/crime/sex-crimes/adult-sexual-assault</p>	<p>Police https://www.police.vic.gov.au/sexual-offences</p>
<p>Australian Human Rights Commission https://www.humanrights.gov.au/our-work/sex-discrimination and https://www.humanrights.gov.au/our-work/sex-discrimination/publications/know-your-rights-sex-discrimination-and-sexual-harassment</p>	

Reporting

All reports of sexual harassment and or sexual assault are treated in the strictest confidence and privacy.

Informal reporting to the College: please speak to the staff above who will help you.

Formal reporting

[https://apicollege.edu.au/policies/Critical Incident Report Form.pdf](https://apicollege.edu.au/policies/Critical%20Incident%20Report%20Form.pdf)

For information on formal reporting to the police:

NSW	VIC
https://www.police.nsw.gov.au/crime/sex-crimes/adult-sexual-assault	https://www.police.vic.gov.au/resources-and-fact-sheets-0