



Deakin University
Respect and Sexual Harm Prevention
2022 Annual Report

Acknowledgement

We acknowledge the Traditional Custodians of our lands and waterways. We pay respects to Elders past, present and emerging. Deakin campuses are built on the traditional lands of the Wadawurrung people of the Geelong region, the Wurundjeri and Boon Wurrung people of the greater Melbourne region, and the Gunditjmara people of Western Victoria. We welcome all Aboriginal and Torres Strait Islanders to Deakin. Deakin is committed to valuing, building and sustaining recognition, understanding and positive relationships between Aboriginal and Torres Strait Islanders and non-Indigenous Australians.

Introduction

At Deakin University, we continue to foster a connected, safe, inclusive, and respectful work and study environment. We set strong standards of behaviour and commit to actively challenging views that condone violence, disrespect, power imbalances and inequality. This commitment extends to our physical campuses, and all online and workplace environments, including those accessed by Deakin students through their internships or placements.

The Respect and Sexual Harm Prevention Report 2022 highlights ongoing work to promote respect, prevent sexual harm and reinforce the University's commitment to transparency and action in this space. In 2022, Deakin continued to build upon activities undertaken in 2021 which focused on connecting and coordinating efforts across the University, consolidating past work, and reviewing training, programs and existing initiatives to align with future direction.

The results of the National Student Safety Survey (NSSS), released in March 2022, have guided our efforts, with emphasis drawn to four critical areas, including training and capacity building, awareness-raising of report and support services, continuous improvement of policies, procedures and processes, and the development of external partnerships and collaborative efforts. Our 2022 Report provides an overview of progress against planned prevention activities, along with data outlining sexual harm reports made by students, staff and associates in 2022.

While progress has been made, we know that there is much more to do. We will continue to work collaboratively to educate and train all members of our University community, building our capacity and raising awareness of reporting and support services, and working with other tertiary institutions to explore ongoing opportunities to share best practice.

A commitment is required from all members of Deakin's community to ensure progress continues to be made: actively engaging with prevention activities, seeking out opportunities for training, and reaching out to specialist services, such as Safer Community, if we receive a disclosure or wish to report sexual harm.



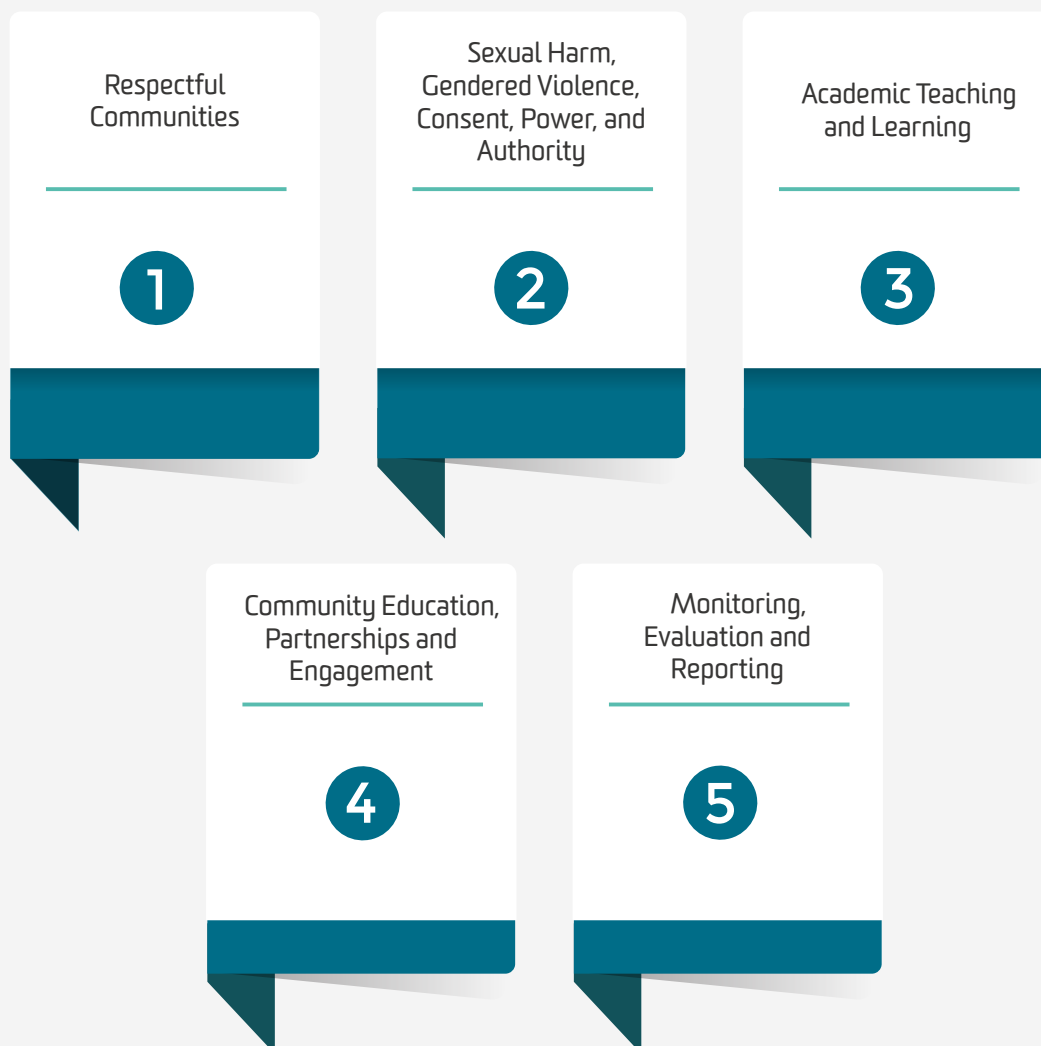
Professor Iain Martin
Vice-Chancellor


Respect and Sexual Harm Prevention at Deakin

Deakin is committed to fostering a connected, safe, inclusive, and respectful work and study environment. [*Deakin's Respect and Sexual Harm Prevention Strategy \(2021 – 2024\)*](#) and accompanying action plans are an important part of the University's work to build and maintain a safe and respectful community, building upon activities and work undertaken over the past five years.

The Strategy outlines five key priority areas including:

1. Respectful Communities
2. Sexual Harm, Gendered Violence, Consent, Power, and Authority
3. Academic Teaching and Learning
4. Community Education, Partnerships and Engagement
5. Monitoring, Evaluation and Reporting





The Strategy reflects our commitment to work collaboratively across different levels and teams within the university and aligns with principles of best practice set out in:

- The Australian Human Rights Commission (AHRC) [Change the Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities](#) (2017),
- Tertiary Education Quality and Standards Agency (TEQSA) [Good Practice Note Preventing and Responding to Sexual Assault and Harassment in the Higher Education Sector](#) (2020),
- Universities Australia [Sexual Harm Response Guidelines](#) (2016, revised 2023)
- Australian Human Rights Commission (AHRC) [Respect@Work Report](#) (2020),
- Universities Australia (UA) [Principles for Respectful Supervisory Relationships](#) (2018),
- Our Watch, [Educating for Equality](#) (2021),
- Our Watch, [Workplace Equality and Respect](#) (2021)

Deakin's Sexual Harm Prevention and Response Policy (the Policy) and Sexual Harm Response Procedure provide the framework within which all prevention and response activities are undertaken. Through this framework Deakin defines sexual harm under three broad categories: sexual assault (including rape), sexual harassment, and any other behaviour of a sexual nature that may constitute student or staff misconduct.

The Vice-Chancellor's Sexual Harm Prevention and Response Advisory Group oversees Deakin's sexual harm prevention and response programs of work. This Group takes direct responsibility for shaping Deakin's prevention and response initiatives and for monitoring and evaluating actions taken.

This document provides an overview of Deakin's respect and sexual harm prevention program of work in 2022, including progress towards key initiatives and activities outlined in the 2022 Action Plan. Also included is an overview of reports of sexual harm brought to the attention of the University between 1 January 2022 to 31 December 2022.

A further discussion of sexual harm data classification is included as part of this report.

Maintaining a safe and supportive community

Safer Community

Safer Community provides advice, support and information to students, staff and associates impacted by sexual harm, family violence and/or behaviours of concern. Safer Community Advisers also act as the central point of contact where there is concern a student may be missing. Finally, Safer Community Advisers support members of the Deakin community to ensure compliance with Child Protection reporting obligations. Students, staff, and associates may engage with Safer Community regardless of whether harm has occurred on campus, online or in their private lives.

Services offered by Safer Community can be broadly defined under four categories:



Students, staff, and associates may choose to make a disclosure or a report to Deakin University. A disclosure is made for the purpose of accessing one of the above services, while a report is made for the purpose of enacting relevant complaint or misconduct procedures. Disclosures and reports of sexual harm are collected by the Safer Community Team, however only reports of sexual harm, responded to in line with the [Student Misconduct Procedure](#) or the [Complaints: Discrimination, Sexual Harassment, Victimisation and Vilification \(Staff\) Procedure](#) have been included in this report. Students, staff and associates are not required to make a report in order to access Safer Community services.

Safer Community Advisers have a broad range of professional expertise, with educational backgrounds in psychology, counselling, social work and specialist family violence support. Safer Community Advisers undertake annual professional development to ensure currency of expertise and are supported through regular supervision.

Safer Community is designated as the central point of contact through which disclosures and reports of sexual harm, made to areas across the University, are collated, analysed, and reported. This mechanism is articulated in relevant policies and procedures, with data used to meet a range of legal obligations and reporting requirements. This includes, but is not limited to, reporting to the Workplace Gender Quality Agency and WorkSafe. This centralised mechanism for data collection and classification ensures confidentiality, consistency, and accuracy of reporting. In 2022 the Deakin Executive considered a report on sexual harm, endorsing the current approach to sexual harm data management and reporting.

Harassment and Discrimination Contact Officer (HDCO) Network

The HDCO Network provides confidential information and support to students, staff and associates who wish to report discrimination, sexual harassment, bullying, vilification, and victimisation. HDCOs provide information on relevant policies and can attend meetings in the capacity of a support person. The HDCO Network is managed by the Coordinator, Mediation and Complaints within the Diversity, Equity, and Inclusion Division. HDCOs support Deakin in meeting positive duty obligations set out in Equal Opportunity legislation and often act as the first point of contact for those seeking to make a report of discrimination, sexual harassment, bullying, vilification, and victimisation.

Student Accommodation at Deakin University

Deakin Residential Services (DRS) owns and operates all residential facilities at Deakin University (circa 3000 beds) across Warrnambool, Geelong Waterfront, Geelong Warrnambool and Melbourne Burwood campuses. As a true reflection of the 24/7 nature of student accommodation, [DRS employs professional staff to work at each campus reception location 24/7, 365 days of the year](#) in addition to working alongside residential security guards. This is a point of difference from many other student residence providers, where staff are often on-call rather than present on-site overnight. All relevant staff are trained in responding to sexual harm disclosures, Mental Health First Aid and incident reporting. In addition to the working reception teams, DRS has an out of hours on call team, comprising of Campus Life Coordinators who are trained additionally in ASSIST Suicide Prevention, Respectful Relationships and Bystander Intervention. Removal of students as first responders has allowed for a volunteer student [Residential Leadership model](#) focussed on identifying and referring concerns as well as modelling our community values. These leaders are given an extensive suite of training, including detailed consent and respectful relationships training, responding to disclosures, identifying, and responding to behaviours of concern and more. They are also required to complete the University's Respect at [Deakin module](#).

[DRS' RESPECT values](#) guide community expectations and standards and are meaningfully embedded into all facets of DRS' operation and a [formal indexation of their success](#) is taken each year to validate their impact. In practice, they create a shared sense of accountability and responsibility for the residential community, and they inform student and staff behavioural expectations, are used extensively throughout RL training and development, as well as through the incident response process. Regular incident reviews are conducted to track trends, address concerns, and ensure a consistent and professional response, and DRS also meets regularly with Safer Community and other key stakeholders, to ensure strict adherence to reporting processes, and a united approach to student support and incident response.

All students residing within student accommodation at Deakin are required to complete an interactive [online induction program](#) pre-arrival which includes direct reference to the RESPECT values, consent, bystander intervention, respectful behaviours and sexual harm with a required pass rate greater than 70%. Within 24 hours of arrival, residents attend a face-to-face compulsory briefing reiterating key messages. New students also attend a compulsory 'Safe Partying' presentation by an external guest speaker. Residents attend six compulsory meetings throughout the year, providing key updates and information and re-articulating messages about consent, respect and accountability. These messages are also reinforced through other events and initiatives, such as the Real Talk events, which see high-profile sports people come onto campus and share their journeys and learnings in this area. In this way, DRS delivers these messages through a new lens, and packaged in a way that is appealing to students.

Sexual harm data at Deakin

When collecting sexual harm data, Deakin makes a distinction between incidents with a direct affiliation to University business and an indirect affiliation. Incidents with a direct affiliation are those where legislation, policy and/or procedure provide a framework through which a member of the Deakin community may be held to account for an alleged behaviour, for example through staff complaint and/ or misconduct processes.

Incidents with an indirect affiliation are those where there is a nexus with University business, however legislation, policy and/or procedure do not provide a framework through which the University could hold a person to account in response to an allegation of sexual harm, for example, where a student makes a complaint about the actions of a member of the public on a Deakin campus.

It is important to acknowledge that staff, students and associates who disclose a sexual harm incident are not obliged or required to make a report, either internally to Deakin or externally to, for example, Victoria Police. As a university we have a comprehensive risk management process in place and, wherever safe and appropriate to do so, will place the wishes of the person who has experienced harm at the center of our response. As a result of this approach, incidents with a direct affiliation to University may have no associated staff complaint or student misconduct outcome.

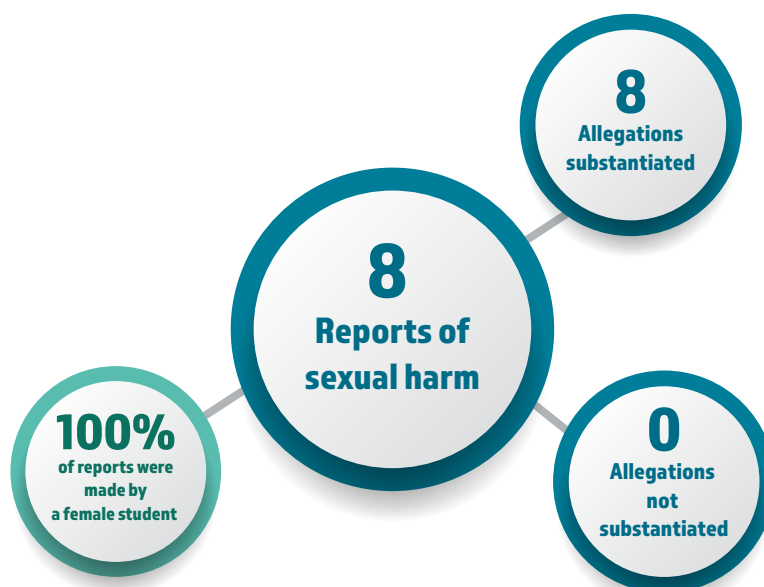
Deakin also provides advice and support to staff, students and, in some instances, associates who disclose a non-affiliated incident of sexual harm. Non-affiliated incidents are those with no nexus to University business, for example an historical sexual assault.


Sexual Harm Reports 2022

Reports made by staff

There were no sexual harm reports made by staff during 2022.

Reports made by students





In 2022, 8 new allegations of sexual harm were reported to Deakin University, with more than one allegation made against two respondents. This is an increase from 2021 when a total of 2 new reports of sexual harm were brought to the attention of the University. Due to the low number of reports and respondents, we do not provide here further detail on cases, but instead comment on the University's processes for robust, effective handling of reports of sexual harm.

At Deakin, the University's Student Misconduct Committee hears allegations of student misconduct within the framework of the [Vice-Chancellor Regulations](#), [Student Code of Conduct](#) and [Student Misconduct procedure](#). Allegations of sexual harm where a student is the respondent are considered by a specialist Sexual Harm Student Misconduct Committee (the Committee), chaired by staff with professional experience and active research interests in justice or health and wellbeing settings. This combination of practice-informed experience and research expertise enables Sexual Harm Student Misconduct Committee Chairs to provide expert and nuanced oversight of, and guidance for, proceedings related to sexual harm. All members of the Sexual Harm Student Misconduct Committee receive in-depth, tailored training from the Diversity, Equity, and Inclusion team prior to commencing their roles, ensuring that their work is informed by, and compliant with, Deakin's policies and practices in the sexual harm and student welfare spaces. When finding an allegation of sexual harm substantiated on the balance of probabilities, the Committee may impose one or more outcomes detailed under Schedule 1 of the Vice-Chancellor Regulations. Depending on the severity of the substantiated behaviour, outcomes range from educative interventions, such as tailored education or training for the respondent student, to placing restrictions on the student's enrolment, including suspension or exclusion from the University. In 2022, the majority of outcomes imposed by the Committee were educative.

Allegations of sexual harm by a student where a staff member is the respondent are considered under the [Student Complaints Resolution policy](#) and [procedure](#) in the first instance, with investigations into such allegations conducted by a specialist external investigator due to the seriousness of the alleged misconduct. Before or during an external investigation, the People and Culture Division may be engaged to explore whether it's appropriate to suspend the staff member under the misconduct provisions of the enterprise agreement or the staff member's contract of employment (as applicable). If the investigation substantiates the allegations, the findings are provided to the University's People and Culture Division for appropriate actions under the [Staff Discipline procedure](#), the enterprise agreement and/or the staff member's contract of employment (as applicable).

Despite the positive trend in 2022 of increased reports alleging sexual harm at the University, and all being found substantiated, Deakin acknowledges that under-reporting remains a concern and continues to deliver prevention-led activities through the Respect and Sexual Harm Action Plan 2023. Activities in this Action Plan include those designed to raise awareness of report and support options available across the University.

Respect and sexual harm prevention work in 2022

Training and capacity building

Deakin continues to provide education, training, and capacity building for all members of our community. A revised and refreshed voluntary **'Respect at Deakin' module** was launched in February 2022. This module replaced the previous **'Respectful Behaviours'** module, taking a strength-based approach to invite students to learn more about how they can contribute to a positive and respectful culture at the University, whilst supporting them to study, work and socialise in a safe and supportive environment.

All existing and commencing Deakin students are enrolled in the module which takes approximately 20–30 minutes to complete. Staff are also able to complete the module and can self-enrol via Deakin Cloud. Student feedback has been positive. Of those who completed the evaluation:



Higher Degree by Research (HDR) students have access to a tailored **'Respect at Deakin – HDR: Respectful Supervisory Relationships'** online module, taking approximately 45 minutes to complete. The module includes the topics covered in the Respect at Deakin module with additional sections exploring factors that may impact on supervisory relationships, including power and authority, constructive feedback, and support for both candidates and supervisors. HDR students are required to complete the module prior to finalizing their studies.

This collaborative university-wide project featured input and involvement from Deakin students who supported the project through content feedback and graphic design. Students were also involved in filming two videos which form a critical part of the modules, including a [Privilege Walk](#) on Deakin's rainbow coloured Pride Stairs at our Geelong Waurin Ponds campus.

'Respect at Deakin' Student Leadership workshops were also introduced to build student leader capacity, knowledge, and skills in responding to difficult and challenging situations. Each workshop included specific case scenarios of relevance to each cohort which Deakin University Student Association (DUSA), Deakin Residential Services (DRS), Students as Partners, Priority Students; Students Helping Students, Wellbeing Ambassadors and Student Advisors and Student Mentors. 90% of those who completed the evaluation for the workshops agreed or strongly agreed that the training equipped them with new knowledge and skills.

Compulsory online modules covering 'Responding to disclosures of Sexual Harm' and 'Respectful Behaviours' continue to be available to staff.

Broader online and face-to-face training and capacity building workshops were also reviewed, revised, and refreshed.

Four new workshops were designed and offered from mid-year 2022 with part 1 of each workshop intended to be foundational, providing a theoretical understanding of the topic, and Part 2 providing the opportunity for practical application and discussion. Workshops included:

1. Understanding Disclosures of Interpersonal Violence (Family Violence, Sexual Harm and Child Safety) (Part 1)
2. Responding to Disclosures of Interpersonal Violence (Part 2)
3. Positive and Ethical Supervisory Relationships (Part 1)
4. Positive and Ethical Supervisor Relationships in Practice (Part 2).

Workshops 1 and 2 regarding interpersonal violence replaced the previous workshop titled 'Responding to Disclosures of Sexual Harm,' offered to staff up until August. Feedback for the four new workshops has also been positive:



Briefings on Sexual Harm and Family Violence were also delivered to senior managers and executives across the Futures and Resources Portfolios and Faculties during August and September. The briefing included information on responding to disclosures, and support and referral pathways. A version of this presentation was also provided to Deakin's University Council.

Presentations were delivered to a number of Faculty Executive teams, in partnership with the Office of the Dean of Students, to highlight the management of both staff and student complaints, specifically those involving allegations of discrimination and /or sexual harm. The Manager, Inclusive Communities delivered presentations outlining Safer Community roles and responsibilities to key stakeholders including People and Culture Partners, Library staff, Faculty Leadership Teams, and Prospective Students Teams.

A Guest Lecture Program was piloted in 2022, designed to raise awareness and upskill students and academics within specific study programs, promote diversity, equity and inclusion initiatives and increase engagement with capacity building offerings. Academic staff were offered the services of DEI staff members to provide interactive workshops, webinars, or guest lecture(s) on a range of topics to students as part of their coursework. Topics included family violence, inclusion in sport, and diversity and inclusion in Business, Dietetics, IT and Organisational Psychology.

Program	Cohort	Format	Completion (No. or %)
Respect at Deakin Online Module	Students	Online (20 minutes)	2,286, 4.4%
Respect at Deakin HDR Online Module*	HDR Students	Online (30 minutes)	109
Respect at Deakin Workshops	Student Leaders	Face-to-Face (1.5 hours)	92
Responding to Disclosures Online Module	Staff	Online (20 minutes)	93%
Respectful Behaviours Online Module	Staff	Online (20 minutes)	97%
Positive and Ethical Supervisory Relationships Workshop (Part 1) (Aug – Dec)	HDR Coordinators, Supervisors and Candidates	Face-to-Face and Online (1.5 hours)	32
Positive and Ethical Supervisory Relationships in Practice Workshop (Part 2) (Aug – Dec)	HDR Coordinators, Supervisors and Candidates	Face-to-Face and Online (1.5 hours)	102
Responding to Disclosures of Sexual Harm (Jan – July)	Staff	Face-to-Face and Online (1.5 hours)	65
Understanding Interpersonal Violence Workshop (Part 1) (Aug – Dec)	Staff	Face-to-Face and Online (1.5 hours)	13
Responding to Disclosures of Interpersonal Violence (Part 2) (Aug – Dec)	Staff	Face-to-Face and Online (1.5 hours)	16
Family Violence and Sexual Harm Briefings	Executive and University Council	Face-to-Face and Online (45 minutes)	224
Successfully Dealing with Vulnerable Students (Safer Community, CAPS, SWL)	Student Services Teams	Face-to-Face (1.5 hours)	30
Guest Lecture Program	Students and Academics	Face-to-Face and Online (varying duration)	13 Guest Lectures, 298 Students

*This data reflects the number and percentage of students who have completed the module in 2022. The module is compulsory and students must complete the program before finalizing their HDR studies.

Awareness raising of report and support services

Work has continued to promote and raise awareness of reporting and support services within and beyond the University. Internal documents were reviewed and revised to clearly describe Deakin's support and report services, including Student Unit Guides, whilst additional information regarding disclosing experiences of sexual harm or family violence to Safer Community was included in the centralised Deakin Assignment Extension Tool.

Information regarding behaviour, report and support options was added to Deakin's contractor induction system, LinkSafe, and [Deakin's Diversity, Equity and Inclusion website](#) (including [Respectful Communities](#), promotion of the [Respect and Sexual Harm Action Plan](#), and [Safer Community](#)) were updated.

As part of the [Fusion Festival](#) in March, Student Services and DEI co-facilitated an on-campus 'Respect' activation, promoted the [Respect at Deakin](#) module and support services. 'Emergency Referral cards' were distributed to students and relevant staff during this event and throughout the year. Light it Purple was held 4 May, in partnership with local community groups in Geelong, lighting up Deakin's Waterfront campus signage purple in remembrance of those killed as result of family violence, and the [16 days of activism against gender-based violence](#) campaign was also promoted from 25 November – 10 December. DEI's Coordinator, Primary Prevention also attended the ['you can ask that'](#) online forum for students organised by Student Services with topics including online harms, consent and sexual health and wellbeing.

Various communication activities were undertaken with staff and students to promote Deakin's Safer Community Service including [Student Life Blog](#), international staff newsletters, and as part of the Deakin University Student Union (DUSA) App used during the University Games held in Perth. Finally, the respect and sexual harm program of work was also promoted via the Respect Belong Thrive podcast series including:

- [Episode 4: Examining online behaviours and eSafety with Dr Bianca Klettke and Laura Burge](#)
- [Episode 5: A chat about the importance of Diversity and Inclusion training with Melissa Hale and Karuna Sentosa and](#)
- [Episode 7: A conversation about respect, gender equity and the role of male allies with Dr. John Fox and Matthew Constable.](#)

Continuous improvement of Policies, Procedures and Processes

All policies and procedures regarding the prevention and response to sexual harm are regularly reviewed.

In 2022, the [Complaints: Discrimination, Harassment, Victimization and Vilification \(Staff\) Procedure](#) underwent significant review and stakeholder consultation. Changes made to the Procedure ensured alignment with best practice and newly introduced federal and state legislation.

Deakin's **Domestic and Family Violence** policies and procedures were reviewed including examination of policies, procedures, and practices in place across other universities and organisations. The policy is currently in the final stages of review before publication and promotion.

Deakin's [Student Placement Procedure](#) was amended to include the responsibility of the University in "advising students of who to contact if they experience concerning behaviour on a placement, processes for dealing with absences, conflict, misconduct, appeals, grievances or other difficulties and relevant University support services."

Deakin's [Sexual Harm Prevention and Response Policy](#) was updated with an extended definition of consent.

External Partnerships and collaboration

Deakin continues to partner with external community, government, and specialist agencies as part of its respect and sexual harm program of work.

Involvement continued in the jointly coordinated Universities Australia and eSafety Commissioner **Safer Online: Awareness to Resilience (SOAR) Program**, designed to build greater awareness of online safety risks, including technology facilitated abuse, bystander actions, and support services. Projects completed in 2022 included the promotion of eSafety Women in Spotlight information and resources, facilitation of several eSafety webinars open to staff and students, inclusion of eSafety Commissioner website within Student Unit Guides, and increased promotion of online harm and cyber safety via student blogs, staff network stories and webinars sharing current research of relevance to the Deakin community.

Deakin has also continued to drive collaboration with other universities in the state via the **Tertiary Primary Prevention Network (TPPN)**, a volunteer network of staff involved in primary prevention. Following the release of the results of the National Student Safety Survey (NSSS), a briefing paper highlighting opportunities for collaboration was shared by Deakin University for discussion amongst Victorian Vice Chancellors in May. In response to collective interest, Deakin, Monash and RMIT jointly coordinated a collaborative workshop in June to further explore, discuss, and commit to three key priority projects for progression. Staff from the University of Melbourne, La Trobe University, Swinburne University of Technology, Victoria University, Federation University, Monash University, RMIT and Deakin University attended the workshop, agreeing to three collaborative priority projects for implementation during 2022 – 2023. Deakin's Senior Manager, Gender Equity, Respect, and Inclusion was appointed as the inaugural Network Coordinator in August, leading the strategic direction of the group. Projects included:

- Exploration of a shared glossary of terms for use across the sector (led by RMIT)
- Reinvigoration of the Tertiary Primary Prevention Network and facilitation of an additional (and ongoing) Staff Forum bringing staff together to continue conversations and sharing of best practice.
- Design and delivery of a coordinated collaborative Respect campaign involving universities across the state for students and staff in early 2023.

Deakin was involved in community initiatives as part of Sexual Assault Awareness Month (April) and Domestic Violence Month (May) supporting the positioning of large '[Respect](#)' and 'Consent' letters along the Geelong Ring Road, in partnership with Bethany, Safe Steps and the Sexual Assault and Family Violence Centre (SAFV) in Geelong as part of a 'Light it Purple' campaign and candlelit vigil in May and with [Our Watch](#) to provide communications staff at Deakin and other universities with 'Guidelines for reporting violence against women' training in July.

Priorities for 2023

In the third year of the Respect and Sexual Harm Prevention Strategy, Deakin will focus on whole of community activities and actions, continuing to monitor, analyze and report on evaluation outcomes, incorporate findings to ensure continuous quality improvement and increased impact of activities and initiatives. Deakin also seeks to increase early engagement and prevention work with individuals and communities who have a greater risk of experiencing harm and those at higher risk of engaging in disrespectful and discriminatory behavior.



Training and capacity building

Programs of work will continue to educate, train, and build the capacity of our students, staff and senior leaders via online modules, workshops, guest lectures and briefings. Areas of focus include exploring opportunities to embed education within staff induction, to review and refine online modules and the broader diversity, equity, and inclusion training, incorporating legislative changes and educational materials relating to affirmative consent across the suite of educational materials.



Awareness raising of report and support services

An ongoing priority will be to continue to raise awareness of reporting and support services for both staff and students who experience or witness sexual harm. Focus will be drawn to supporting specific cohorts, building greater awareness of online safety risks, enhancing student safety during internships and placements, and delivering targeted awareness raising campaigns.



External partnerships and collaboration

Deakin continues to explore ongoing opportunities for sharing learning, training and good practice with external agencies and community organizations. Collaboration across the tertiary sector also remains a priority, with Deakin leading the Victorian Tertiary Primary Prevention Network and associated priority projects including a coordinated Respect campaign in early 2023.

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Key Contacts:

To report a behaviour of concern or to make a disclosure of sexual harm (recent or historical, on or off campus) contact Deakin's Safer Community Services. deakin.edu.au/students/safety-and-security/safer-community/sexual-harm

Safer Community can be contacted via phone on 03 9244 3734 (9am-4pm, Monday to Friday) or via email: safercommunity@deakin.edu.au All assistance is confidential.

For support external to Deakin contact 1800 RESPECT (1800 737 732). This is a 24/7 phone and online counselling service.

If you are a staff member and wish to inquire about the complaints process or to make a complaint of sexual harassment against another staff member contact eeo@deakin.edu.au

You may also raise your concern or complaint through deakin-gme-advocate.symplicity.com/public_report/index.php/pid765058 the Diversity and Inclusion Complaints Form.

For advice or support relating to student conduct, please contact: studentconduct@deakin.edu.au For any reports of student conduct or student complaints, please complete the relevant online reporting form via the Student Conduct webpage deakin.edu.au/students/dean-of-students/student-conduct or the Student Complaints webpage deakin.edu.au/students/dean-of-students/complaints.

