

Sexual Assault and Sexual Harassment Policy

[SASH]

Purpose

The Institute of Creative Arts and Technology is committed to maintaining a safe and inclusive environment that is free from sexual assault and sexual harassment. This policy outlines the expectations, rights, and responsibilities of all members of the ICAT community regarding sexual assault and sexual harassment. It applies to all students, faculty, staff, administrators, and visitors.

Related Policies

This policy should be read in conjunction with the following college policies:

- Student Code of Conduct Policy
- Student Handbook
- Complaints & Appeals Policy
- Student Safety and Wellbeing Policy
- Staff Safety and Wellbeing Policy
- Access & Equity Policy
- Student Support Policy

All documents referenced in this policy can be accessed via the [Forms & Policies](#) section on the college website.

Related Legislation

This framework considers the following legislation:

- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Equal Opportunity Act 2010 (VIC)
- Anti-Discrimination Act 1991 (QLD)

Definitions

Sexual Assault	Any non-consensual sexual act or behaviour, including but not limited to sexual intercourse, oral sex, anal sex, fondling, or any other sexual activity that occurs without the explicit consent of all involved parties.
Sexual Harassment	Unwelcome conduct of a sexual nature that is sufficiently severe, persistent, or pervasive to create a hostile environment. It includes, but is not limited to, unwanted sexual advances, requests for sexual favours, or other verbal, non-verbal, or physical conduct of a sexual nature.

1. Prevention and Education

- a. ICAT is committed to promoting awareness and prevention of sexual assault and sexual harassment. Educational programs, training, and resources will be provided to all members of the community to foster a culture of respect, consent, and bystander intervention.
- a. Prevention and education programs will cover topics such as understanding consent, recognizing and reporting incidents of sexual assault and sexual harassment, support resources available, and the consequences for violations of this policy.

2. Reporting Procedures

1. Any member of the ICAT community who experiences or witnesses sexual assault or sexual harassment is encouraged to report the incident promptly. Reports can be made to any of the following:
 - Director of Operations and Compliance
 - Student Support Advisor
 - Director of Education
 - Student Support and Engagement Officer
2. Reports can be made verbally, in writing, or through an anonymous reporting mechanism, where available. The institution will make efforts to respect privacy and confidentiality to the extent permitted by law and ensure that individuals making reports are informed about the available support resources.

If any incident reported under Sexual Assault and Sexual Harassment must be escalated due to critical nature, it will be delegated externally to a complaints committee.

3. Support and Resources

1. ICAT will provide support services to individuals who have experienced sexual assault or sexual harassment. These may include counselling, medical assistance, academic accommodations, and assistance in navigating legal processes.
2. The institution will maintain a list of on-campus and off-campus resources, including but not limited to counselling centres, crisis hotlines, medical facilities, and legal services. This information will be readily available and accessible to the community.

4. Investigation and Disciplinary Procedures

1. The institute will conduct a prompt, thorough, and impartial investigation into all reports of sexual assault and sexual harassment. Investigations will be carried out by trained individuals who handle such matters with sensitivity and respect for all parties involved.

- Appropriate disciplinary actions will be taken against individuals found responsible for sexual assault or sexual harassment. Sanctions may include, but are not limited to, warnings, probation, suspension, termination, expulsion, or legal action.

5. Non-Retaliation

- ICAT prohibits retaliation against any individual who, in good faith, reports or participates in the investigation of a sexual assault or sexual harassment incident. Retaliation includes adverse actions or behaviours that are intended to punish, intimidate, or deter the reporting party or witnesses.

Change and Version Control

Version	Date Approved	Authored by	Approved by	Description
22062023	29 June 2023	QA Manager	Corporate Board	Policy created for ICAT

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