

SEXUAL HARASSMENT POLICY

Action Chart

Sexual harassment is a type of sex discrimination and the Sex Discrimination Act 1984 (Cth) makes sexual harassment unlawful in some circumstances.

It includes any unwanted or unwelcome sexual behaviour that makes a person feel offended, humiliated or intimidated. Sexual harassment is not mutual or consensual interactions, flirtation or friendships.

Sexual harassment can take many different forms - it can be obvious or indirect, physical, online or verbal, repeated or one-off and perpetrated by males and females against people of the same or opposite gender.

Dunmore Lang College is committed to providing a respectful and inclusive community for all residents: We take all complaints seriously and act only with your permission with the aim of mediating a mutually respectful resolution. With permission and where appropriate, a complaint may be referred to an external mediator or agency for assistance and support.

If evidence of a breach has been established but no complaint is made the College reserves the right to implement education and awareness programmes to address the issue at a whole of community level.

WHO CAN I TALK TO?



- A friend or family member
- Dunmore Lang College Residential Adviser (RA) or Harassment Officer
- Dunmore Lang College Principal or Dean of Students
- Macquarie University Campus Wellbeing
- Student Advocacy and Support Service via Campus Wellbeing
students.mq.edu.au/support/health_and_wellbeing/student_advocacy_and_support/

HOW CAN THEY HELP?



With your permission, the above people and services can support you with:

- ✓ Information about your options including making a formal complaint
- ✓ Support to access counselling services
- ✓ Support if you choose to talk directly to the perpetrator to try and resolve the situation
- ✓ Advice about available mediation services including organising an external mediator if required
- ✓ Information about your legal rights and where to obtain further information
- ✓ Information about the Student Advocacy and Support Service available through Campus Wellbeing

The College respects the rights of individuals to make their own decisions and we will support you in whichever course of action you choose to take. This can include choosing not to take formal action however, we strongly recommend you seek advice about your options and the services available first. There is always an opportunity to come back to the issue at a later date.