

Student Complaints: Sexual misconduct

Sexual misconduct is unacceptable.

The University of Melbourne is committed to eliminating and preventing sexual misconduct from its community and prioritising the safety and wellbeing of everyone who experiences it.

The University of Melbourne sets out the standards of behaviour required of all students in the Student Conduct Policy and for all staff in the Appropriate Workplace Behaviour Policy. Sexual misconduct is prohibited, and students and staff engaging in it will be subject to disciplinary actions.

This document provides information about how you can make a complaint about the behaviour of a student or a staff member, and the process that follows. If you have experienced sexual misconduct and you want to make a complaint, you will be heard and supported along the way.



For immediate 24/7 help

- In a life-threatening situation, call Victorian emergency services (police, fire and ambulance) 000
- On campus, call University Security 03 8344 6666 or 1800 246 066 (free call)
- Use the emergency help phones if you feel unsafe (they activate CCTV and connect you with Security)
- SafeZone app - quickly share your location and details with the University Security team who will be able to get the right assistance to you

What is sexual misconduct?

The term sexual misconduct incorporates both sexual assault and sexual harassment.

- Sexual assault is when a person is touched in an intentionally sexual way, without their consent, and they feel uncomfortable, frightened, or threatened. Sexual assault can occur alongside other sexual offences, and can also occur online. Sexual assault is a criminal offence.
- Sexual harassment is unwelcome sexual behaviour which makes a person feel offended, humiliated, or intimidated. Sexual harassment can occur in face-to-face interactions, in writing or online. It can happen once or as a pattern of behaviour.

Sexual misconduct causes harm to those individuals directly affected, to the University community, and to society more broadly.

Talk to someone

If you, or someone you know, has experienced sexual misconduct, the Safer Community Program provides support, referrals and information.

Speaking to the Safer Community Program does not automatically result in further action. It may be the first step you take to find out about your options and, where chosen, to be guided through making a complaint.

- ✉ safer-community@unimelb.edu.au
- ☎ (03) 9035 8675
- 📍 safercommunity.unimelb.edu.au

Make a complaint about the behaviour of a student

Where can I make a complaint about the behaviour of a student?

- To the Academic Registrar through the [student complaints and grievances](#) website or through the [online form](#)
- To the Academic Registrar via email academic-registrar@unimelb.edu.au
- The [Speak Safely portal](#) allows you to speak anonymously if you prefer to do so

When can I make a complaint?

A complaint about the conduct of a current or former student can be submitted at any time.

The University is able to consider complaints against a student as they relate to the behaviours set out in the **Vice-Chancellor Regulation** (Part 6 Student Conduct) and according to the provisions of the University's **Student Conduct Policy** and **Sexual Misconduct Prevention and Response Policy**.

The University cannot investigate criminal matters. Where a complaint includes potentially criminal conduct, this may be reported to Victoria Police.

The University can only take action when the alleged sexual misconduct by the student has occurred while on University premises, using University facilities and services or engaging in University activities.

If you are not sure if your complaint fits the criteria, you can still make a complaint and the Academic Registrar will decide and let you know what can be done. You will be advised of any action.

All complaints are confidential, and students are protected from negative actions from the person they are complaining about. If you want more information about complaints or other options, speak to the Safer Community Program.

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What to expect after making a complaint about the behaviour of a student

Complaints about the behaviour of students will be received and reviewed by the Academic Registrar.

In the first instance, the Academic Registrar will email you to acknowledge and respond to your complaint. This will be followed up with an email to determine how you wish to be contacted to discuss the next steps and potential outcomes of the complaint process.

You will also be provided with information about the internal and external support services available to you.

Your case may be progressed to the Student Disciplinary Committee or an external investigator. The process will be impartial and grounded in principles of procedural fairness.

Both you and the respondent will have the opportunity to provide written and verbal submissions, and/or to nominate witnesses.

How long will it take to resolve my complaint?

The University aims to resolve student complaints within a few weeks, but some cases may take longer.

Allegations of sexual misconduct will be referred to the Student Disciplinary Committee.

In these cases, the Student Disciplinary Committee will consider:

- The nature and circumstances of the allegations under consideration
- The findings of any investigation undertaken
- The wishes of the complainant.

Potential outcomes

Findings of sexual misconduct may result in a range of penalties, including suspension or expulsion from the University.

Make a complaint about the behaviour of a staff member

Complaints against staff are considered in accordance with the [Appropriate Workplace Behaviour Policy](#) and the [Sexual Misconduct Prevention and Response Policy](#). They will be received and reviewed by Workplace Relations and Investigations.

Where can I make a complaint about the behaviour of a staff member?

- Inappropriate Workplace Behaviour line — Call 1800 MULine (1800 685 463) or make an online complaint: mustaffcontactline.com.au
- The [Speak Safely portal](#) allows you to speak anonymously if you prefer to do so

What to expect after making a complaint about the behaviour of a staff member

Workplace Relations & Investigations staff will:

- Acknowledge and respond to your complaint
- Talk you through next steps and potential outcomes of the complaint process
- Provide information about internal and external support services available to you
- If a former or current employee or University honorary is involved in the allegation, the Workplace Relations & Investigations team will conduct a preliminary assessment and, if warranted, refer the case to a formal impartial investigator.

You will be heard, supported and given clear information about the process.

All complaints are confidential.

Potential outcomes

Outcomes will be proportional to the nature and impact of the proven misconduct, and the wishes of the complainant. Findings of sexual misconduct that fall within the University's jurisdiction will be treated as 'misconduct' or 'serious misconduct' and as such:

- Current employees could face dismissal or other action on employment as determined by law, and for former staff this may result in limiting their ability to be hired again
- Honorary staff members could face rescission of honorary appointment

When an outcome has been determined, the complainant will be provided with a summary of the findings and the outcome of any investigation.

What if my complaint falls outside the University's jurisdiction?

For incidents outside the University jurisdiction, the University will support the individual to report to the relevant authority and will provide access to internal and external support services.

The University will support anyone who has experienced sexual assault to make a report to Victoria Police if they wish to do so.