

Sexual Assault and Harassment

How to report and
seek support at CDU



**CHARLES
DARWIN
UNIVERSITY**
AUSTRALIA

Charles Darwin University maintains a zero-tolerance policy towards sexual harassment and assault. If you encounter instances of sexual harassment or assault, witness concerning behaviour, or feel the need for support, please let us know about it. CDU is dedicated to providing support and this commitment extends to incidents that occur off campus as well. You have the option to make an identified or anonymous disclosure, your wellbeing is our priority.

What to do if you are a CDU staff member or student and have been sexually assaulted?

Go to a safe space and seek support from any of the following services, which are open 24/7:

- In an emergency, please phone 000 and request police assistance.
- Contact the Sexual Assault Resource Centre (SARC) for immediate and confidential assistance.

Sexual Assault Referral Contact Numbers Australia Wide:

All of Australia – 1800 RESPECT 1800 737 732
24/7 Wellbeing Support Line CDU 1300 933 93
or SMS 0488884144

Northern Territory

Sexual Assault Referral Centre (SARC)
Alice Springs Phone: (08) 8955 4500
Darwin Phone: (08) 8922 6472
Katherine Phone: (08) 8973 8524
Tennant Creek Phone: (08) 8962 4361



New South Wales

NSW Sexual Violence Helpline: 1800 424 017

Queensland

Statewide Sexual Assault Helpline: 1800 010 120

Victoria

Sexual Assault Crisis Line: 1800 806 292

South Australia

Yarrow Place and Rape and Sexual Assault Service:
1800 814 421

Western Australia

Sexual Assault Resource Centre (SARC): 1800 199 888

Tasmania

24 hour crisis support: 1800 MYSUPPORT
(1800 697 877)

Australia Capital Territory

Canberra Rape Crisis Centre
Phone: (02) 6247 2525

What will happen if I make a disclosure of assault or sexual harassment to the University?

If you make a disclosure report, our first priority is your wellbeing.

- 1** You will receive communication from the University, the way that this communication is received is your choice. It could be via phone, email, zoom or in person. A representative from the University who is experienced in the area will contact you to:
 - Ensure you are safe.
 - Discuss options for support: this might include counselling, adjustments for your studies, referral to sexual assault resource centres or support and information for police reports. Please note any/all options are your choice.
 - Discuss options for formal investigation.
 - Discuss what a formal investigation might look like and what outcomes you would prefer.
- 2** Your information will be saved confidentially, any reporting that takes place on incidents is not identifiable.
- 3** We will guide you through every step of the investigation process.
- 4** You will have ongoing support from the University.





Can I make an anonymous report?

You can lodge an anonymous disclosure. We encourage you to notify CDU of any incidences of sexual assault or sexual harassment to ensure the University can act where possible to protect other members of our community from risk or harm. Our ability to investigate an incident is limited if we are unable to contact the person making the report, should additional information be needed. However, if CDU receives a number of similar reports about the conduct of a student or staff member, then the University may be able to consider taking action. If you choose to lodge an anonymous report, CDU encourages you to access our support services or speak with an external provider.



What should I do if a CDU student or staff member tells me they have been sexually assaulted or harassed?

Let the person know that CDU takes this kind of incident very seriously and that our number one priority is their safety and wellbeing. The University will actively assist the person with ongoing support and information. The matter is treated with confidentiality and the person will have choice in all steps moving forward.

- 1 Ask the person if they have made contact with support services, if they have not provided them with information on the support services available.
 - If in danger phone 000
 - Sexual Assault Resource Centre
 - CDU Counselling
 - 24/7 Wellbeing Support Line
- 2 Show the person how to submit a report online and advise the student that they can contact equity@cdu.edu.au (student) or employeerelations@cdu.edu.au (staff) if they need assistance with the report. Let the person know that they can submit the disclosure report as anonymous if they would prefer.

Remember that we all have a duty of care to make sure that everyone around us is safe.



Sexual assault or harassment incident

What to do if you have experienced sexual assault or harassment

If any instance of sexual assault or sexual harassment occurs CDU offers the following support. You can access support through CDU even if the incident does not occur on campus.

Ensure you are safe

Go to a safe place and seek 24/7 support from any of the following:

- In an emergency, contact the police on 000
- Contact the Sexual Assault Resource Centre for immediate and confidential advice and support
 - Darwin: 08 8922 6472 | Alice Springs: 08 8955 4500
 - Australia Wide: Contact 1800 RESPECT 1800 737 732
- If on campus CDU Security on 1800 646 501 or via the SafeZone App.
24/7 Wellbeing Support Line on 1300 933 393

Make a formal report to the police

You can make a formal report to police at any time.

Make an anonymous disclosure to CDU

If you wish to remain anonymous but would like CDU to know about the incident. If you take this option we encourage you to seek support through CDU or an external provider.

Make an identified disclosure to CDU

You can make a disclosure at any time. It is your choice how we proceed and we can guide you through the options. We can provide support and assistance.

Support at CDU

Our primary concern is your immediate and ongoing wellbeing. Regardless of how you choose to proceed, CDU offers the following free and confidential services to students and staff.

Students

- If it is an emergency, please call 000. **University Security:** Free call: 1800 646 501 (Australia-wide 24/7)
- **24/7 Wellbeing support Line:** 1300 933 393 or SMS 0488 884 144
- **Student Counselling:** Request a session: CDU Counselling Session Booking Request
- **Student Complaints:** 08 8946 7738 or email complaints@cdu.edu.au

Staff

- If it is an emergency, please call 000. **University Security:** Free call: 1800 646 501 (Australia-wide 24/7)
- **Employee Assistance Program:** 1800 808 374
- **People and Culture:** 08 8946 6284 or email peoplepartners@cdu.edu.au
- **Health and Safety:** 08 8946 6494 or email hse@cdu.edu.au