

# Respect at CDU

Charles Darwin University is committed to providing a safe and supportive environment, actively preventing and responding to sexual assault, harassment, and bullying. We foster understanding of boundaries and respect, encouraging all students and staff to seek support and report any incidents of sexual assault.

## What is respect?

Respect towards other people means having a regard for their feelings, wishes and rights. It means treating them with kindness and care and doing nothing that will harm them or cause offence.

## What is consent?

Consent is when someone understands what they're being asked to do and gives their permission clearly and freely – without feeling pressured.

- Consent means freely choosing to say 'yes' to a sexual activity.
- Consent is needed for any sexual activity, from touching or kissing to intercourse.
- It's always clearly communicated - no mystery or doubt should exist.
- There are laws around who can consent and who can't. Age of consent laws are designed to protect children and young people from sexual exploitation and abuse from adults and older young people.
- Without consent, any sexual activity is against the law and can be harmful.
- Silence or lack of resistance does NOT equal consent.

## Learn more about consent

Students and staff can learn more about consent by completing the Consent Matters unit that can be found in every CDU student's Learnline. Consent Matters teaches the importance of good communication, clear boundaries, and mutual respect and what to do if you experience sexual assault or harassment. The course also shows how to be an active bystander in different situations. We encourage students to review the course annually, and share what they have learnt with other students.

[cdu.edu.au](http://cdu.edu.au)

## What is sexual harassment?

Sexual harassment, according to the Sex Discrimination Act of 1984 (Cth), is any unwanted sexual behavior. This includes things like

- unwelcome advances
- requests for sexual favours
- any other unwelcome actions of a sexual nature toward someone

It's considered sexual harassment if a reasonable person would have expected that the behaviour could offend, embarrass, or scare the person being targeted. In Australia, sexual harassment is illegal. Individuals should feel safe from sexual harassment in all settings, including in the workplace and educational institutions.

Sexual harassment can take many forms and may include:

- non-consensual physical contact or the threat of physical contact
- spoken or written comments, including online
- propositions or the display of offensive material or behaviour that creates a sexually hostile environment
- sexual jokes or comments and sexually explicit conversation



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## What is sexual assault?

Sexual assault is a type of sexual violence. It is any unwanted behaviour of a sexual nature that has not been consented to. It can occur when a person is forced, tricked, intimidated or coerced into sexual behaviour. Sexual assault can include:

- unwanted or inappropriate touching or kissing
- having sex with someone without their consent
- exposing someone to sexual behaviour without their consent

## What is bullying?

Bullying is when someone repeatedly hurts, threatens, or picks on another person on purpose. It can happen in various forms, such as physical actions, verbal teasing, or online harassment.

## What is an Active Bystander?

An active bystander is someone who sees a potentially harmful situation and takes intentional steps to help or intervene. Instead of just watching, they actively engage to prevent harm, like stopping bullying or addressing discrimination. Active bystanders should always consider their personal safety before intervening.

Being an active bystander means speaking up, seeking help or taking action to make the environment safer and promote positive behaviour. Active bystanders are important allies in addressing disrespectful behaviour, attitudes, and systems. They can play a pivotal role in preventing incidents from happening in the first place. One way to become an effective active bystander is through self-education, and understanding how to intervene safely. Module 3 of Consent Matters shows how to be an active bystander in different situations.

## What to do if you have experienced sexual assault or sexual harassment

Ensure you are safe, and seek 24/7 support from any of the following:

In an emergency, contact the police, ambulance or emergency services on 000.

If you are on a CDU campus contact CDU Security on 1800 646 501 or use through the SafeZone App.

Throughout Australia, contact 1800RESPECT on 1800 737 732 for support 24 hours a day, seven days a week, or see support services across Australia listed at [www.1800respect.org.au](http://www.1800respect.org.au).

In the NT, contact the NT Sexual Assault Referral Centre for immediate and confidential advice and support at (08) 8922 6472.

## Reporting to the University

CDU is committed to preventing and responding to sexual assault and sexual harassment and to supporting members of its community who have had these experiences. You can lodge a disclosure, make a formal report, or report anonymously to CDU.

For more information on reporting, and what happens after a report is made please go to [Reporting sexual assault and sexual harassment | Charles Darwin University \(cdu.edu.au\)](#).

## For more information



**Respect. Now. Always.**  
Charles Darwin University  
([cdu.edu.au](http://cdu.edu.au))



**Complete Consent Matters**  
on LearnLine



**Reporting Sexual Assault or Sexual Harassment**