

SEXUAL ASSAULT AND SEXUAL HARASSMENT POLICY

1. Purpose

- 1.1 Ikon Institute of Australia (Ikon) is committed to providing a work and study environment which is safe and respectful.
- 1.2 The *Sexual Harassment and Sexual Assault Policy* establishes Ikon's zero tolerance approach to sexual harassment and assault, and other forms of harmful misconduct, and its commitment to support anyone who is a victim/survivor of sexual harassment and/or assault.
- 1.3 This policy defines sexual assault and sexual harassment (SASH), establishes the principles on which Ikon operates, and the procedures through which Ikon aims to prevent incidents from occurring. Additionally, it details the procedures through which near misses, victim/survivors of sexual harassment and/or sexual assault can make a report, what they can expect from Ikon, and any disciplinary measures that may be applied. The policy also details the circumstances in which Ikon is obliged to involve outside authorities, and how records shall be kept to maintain the privacy of those involved.

2. Scope

- 2.1 This policy applies to all staff and students of Ikon, all visitors, contractors, representatives of Ikon, and anyone operating on an Ikon campus, both physical and online, and social media forums in any capacity.

3. Related Policies

This policy should be read in conjunction with the following documents:

- Health, Safety and Wellbeing Policy
- Inclusion, Diversity and Equity Policy
- Orientation and Transition Policy
- Privacy Policy
- Grievance and Appeals Policy
- Student Services Policy
- International Student Services Policy
- Student Handbook
- Critical Incident Policy
- Social Media Policy
- IT Usage and Security Policy
- Records Management Policy

This policy and related documents can be accessed via [Policy and Procedures](#) section of the Ikon website and the student and/or staff policy libraries.

4. Definitions

"Alleged Perpetrator" means a person who has been accused of misconduct but has not yet been through an investigation process that follows the principles of procedural fairness.

"Consent to Sexually Activity" means an agreement between people to engage in a sexual activity.

"Sexual Assault" includes a range of behaviours, all of which are unacceptable and constitute a crime and occurs when a person is forced, coerced, or tricked into sexual acts against their will or without their consent, including when they have withdrawn their consent. Examples of sexual assault may include (but are not limited) to:

- two people in a relationship start engaging in sexual activity but Person A changes their mind and asks to stop. Person B refuses to stop and forces sexual activity.
- a student taking advantage of another intoxicated student at a party by encouraging them back to their room and engaging in sexual activity when the student is unable to give consent due to being affected by alcohol.
- a lecturer manipulates a student to engage in sexual acts in exchange for better marks.
- a staff member who has been continually making advances towards another staff member proceeds to force themselves onto that staff person.

"Sexual Harassment" involves an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated, or intimidated. Examples of sexual harassment may include (but are not limited to):

- staring or leering at a person in a sexual manner
- standing deliberately too close to someone or deliberately brushing against someone as you walk past
- displaying pornographic or sexually explicit material (such as posters and screen savers)
- sending sexually explicit emails, SMS messages
- inappropriate advances on social networking sites
- sexual insults or taunting
- requests for sex or repeated unwanted requests to go out on dates
- making promises or threats in return for sexual favours
- intrusive questions or remarks about a person's sexual activities

"Vexatious Complaint" means one that is falsely made, not made in good faith, or based on evidence.

"Victim/Survivor" means a person who has been subjected to sexual harassment or assault.

POLICY

5. Principles

5.1 Ikon has a zero-tolerance approach to sexual assault and sexual harassment.

5.2 Sexual assault and sexual harassment are unlawful. They are also a fundamental erosion of a person's right to be treated equitably, respectfully, and in a way that protects their safety. These behaviours are never acceptable or deserved and will not be tolerated by Ikon. Sexual assault and sexual harassment is serious misconduct and will be responded to accordingly.

- 5.3 Students and staff have the responsibility to not sexually harass or abuse others and must discontinue behaviour demonstrated that may have offended, humiliated or intimidated another person.
- 5.4 Students and staff are encouraged to intervene safely when they encounter instances of unacceptable behaviour.
- 5.5 A person who experiences sexual assault or harassment may choose to disclose the incident(s), which involves sharing information about the incident(s) to seek support and/or resources or may choose to make a formal internal complaint of the incident(s) and seek a response action from Ikon. They are also entitled to report their experience to the police or make a formal complaint with the [Australian Human Rights Commission](#).
- 5.6 Disclosures of sexual harassment or sexual assault shall be managed in a compassionate manner and, if under formal resolution, shall be managed promptly, fairly and confidentially, ensuring due process to all parties.
- 5.7 Formal complaints of misconduct shall proceed in accordance with this policy, the *Student Code of Conduct*, and staff HR policies.
- 5.8 Attention shall be given to minimising the number of times and number of people to whom one is required to recount their experience/s of assault or harassment.
- 5.9 A person who makes a formal complaint has the right to have their chosen supporter or representative involved in the process and the option to stop the process at any time. All students and/or staff involved are entitled to regular and timely communication about the progress of the investigation and its outcome.
- 5.10 An alleged perpetrator has the right to know the details of a report made against them and has a right to respond and have a supporter or representative chosen by them present when they respond to the allegations made.
- 5.11 No one shall be treated unfairly as a result of a complaint of sexual assault or sexual harassment. Immediate disciplinary action shall be taken against anyone who victimises or retaliates against someone who has made a complaint or against whom a complaint is made.
- 5.12 Any student found to have sexually assaulted or harassed another person shall be subject to disciplinary action that may include an apology, counselling, suspension or exclusion depending on the severity and persistence of the behaviour.
- 5.13 Any staff found to have sexually assaulted or harassed another person shall be subject to disciplinary action described in the Staff Handbook and/or HR staff policies.
- 5.14 Students who experience sexual assault or harassment are entitled to academic special consideration and to support with navigating the special consideration process.
- 5.15 Care and consideration for a person's wellbeing is the primary focus when responding to any disclosure, when seeking a resolution, and when addressing any formal complaint of sexual assault or sexual harassment.
- 5.16 Ikon shall:
- provide a staff induction program for employees and contractors that includes a dedicated section on sexual assault and/or sexual harassment policies, procedures and support
 - implement and monitor systems and processes to respond to incidents of sexual assault

- and/or sexual harassment and prevent recurrences
 - ensure proper record management of incidents
 - ensure mandatory reporting to police is completed for cases involving people under the age of 18 (under 16 in NSW and under 17 in Victoria)
 - always ensure the privacy and confidentiality of all people involved in an incident
- 5.17 All staff, students, and contractors in positions of leadership and management must, with the support of their teams and for inclusive purposes, identify opportunities and take steps for ongoing improvement.

6. Roles & Responsibilities

Board of Directors

- 6.1 The Board of Directors is ultimately responsible for ensuring the wellbeing and safety for Ikon's educational community and shall ensure that policies, processes and activities have been established to foster and maintain wellbeing and safety, especially regarding the prevention and response to sexual assault and sexual harassment.
- 6.2 Regular reporting of sexual assault and sexual harassment incident data to the Board is required to assist with monitoring, consideration and action.
- 6.3 The Board shall consider what funding is necessary to establish systems and processes to prevent, identify and respond to sexual assault and sexual harassment, and any associated risks to Ikon's educational community, which may mean sourcing relevant expertise, if and when required..

Health, Wellbeing and Safety Committee

- 6.4 The Health, Wellbeing and Safety Committee shall report regularly to the Board of Directors on the:
- progress of the implementation of measures to prevent and respond to sexual assault and sexual harassment
 - actions taken on reports and outcomes
 - key developments in training and education
 - emerging issues
 - numbers and nature of reported sexual assault and sexual harassment incidents and proposed changes to prevention and response measures
- 6.5 The Health, Wellbeing and Safety Committee shall establish and maintain the SASH Working Group which shall be responsible for the ongoing implementation and improvement of measures to prevent and respond to sexual assault and sexual harassment.

SASH Working Group

- 6.6 The SASH Working Group shall have broad representation including students, academic staff, and administrative staff.
- 6.7 The SASH Working Group shall have a terms of reference, meet on a regular and ongoing basis, and be invested with the power and resources to create change.
- 6.8 The SASH Working Group shall be responsible for:

- a) monitoring the implementation of this policy
 - b) promoting a safe and respectful campus environment
 - c) providing advice, recommendations and feedback to the Health, Safety and Wellbeing Committee
 - d) ensuring survivors of sexual assault and sexual harassment receive appropriate support from Ikon.
 - e) reviewing the *Critical Incident Register* for sexual assault and sexual harassment cases and reporting them to the Health, Safety and Wellbeing Committee.
- 6.9 Consideration shall be given to the diversity of the Working Group, including the representation of groups such as LGBTIQ+, Aboriginal and Torres Strait Islanders, culturally and linguistically diverse communities, and people with disabilities.
- 6.10 Staff members and students who participate in the Working Group shall be offered training on sexual assault and sexual harassment related matters to increase their awareness of the issues, provide them with professional development options, and to increase their value to the group.

7. Consent

- 7.1 A person consents to a sexual activity if the person freely and voluntarily agrees to the sexual activity. Important elements of consent are that it is mutual, freely given, informed, certain, and clear, enthusiastic, reversible, specific, and required throughout the activity.
- 7.2 A person does not consent to a sexual activity if they:
- are under the legal age of consent
 - do not have the capacity to consent due to age or cognitive incapacity
 - do not have the opportunity to consent because they are unconscious or asleep
 - consent due to threat of force or terror against themselves or another person
 - consent because they are unlawfully detained
 - consent because of a mistaken belief about the nature of the sexual activity induced by fraudulent means.
- 7.3 A person might not be capable of consenting to a sexual activity if they:
- consent while substantially intoxicated by alcohol or any drug
 - consent because of intimidatory or coercive conduct, or other threat, which does not involve a threat of force
 - consent because of the abuse of a position of authority or trust
 - are under the age of consent
- 7.4 Not offering actual physical resistance to a sexual activity is not by itself regarded as consent.
- 7.5 Consent does not exist when the person is under the lawful age of consent as specified in the applicable criminal code or legislation (under the age of 16 for all Australian states, except South Australia and Tasmania, where the age limit for consent is 17 years of age).
- 7.6 Internationally, the age of sexual consent can vary greatly and be as low as 12 years in some countries. It is important that international students receive information about the age of sexual consent in Australia. This shall be communicated to students during orientation and in the student learning system, Canvas. Staff shall be provided information as part of their induction program.

8. Diversity

- 8.1 Ikon recognises that different community members will have different expectations and experiences, and that some populations may be more vulnerable to sexual assault or sexual harassment than others and shall provide sensitive and appropriate mechanisms so that all members of the Ikon community can be supported and enabled to obtain help if they experience sexual assault or sexual harassment.
- 8.2 Forms, reporting and surveying shall take into consideration the accessibility and language needs, and the sexuality and gender identity of all participants.

PROCEDURE

9. Accessing Information

- 9.1 Ikon shall foster a culture that encourages the public provision of information about the prevention and response to sexual assault and sexual harassment. Not talking about sexual assault and sexual harassment condones a culture of sexual assault and sexual harassment, as potential perpetrators know that they are less likely to be reported, students and staff members who have experienced it are less likely to know where to report the behaviour, and fewer people have been trained as active bystanders.
- 9.2 All members of Ikon's community shall understand:
- which behaviours constitute sexual assault or sexual harassment and the consequences of these behaviours
 - how to have respectful relationships (including between tutors, teachers, students, supervisors and postgraduate students)
 - what consent means
 - how to interpret social situations (particularly involving alcohol consumption)
 - how bystanders can respond.
- 9.3 The provision of information and education is necessary to minimise behaviours that lead to sexual assault and sexual harassment, and to support people who may be in a position to respond.
- 9.4 Information about contact people, how to report an incident, policies, procedures, training, education, definitions, emergency response, counselling and academic support in relation to sexual assault and sexual harassment shall be easily accessible around campus, on the Ikon website, and in the learning management system.
- 9.5 All information shall be clear and sufficient for members of the community to understand the incident reporting process and shall provide links to the relevant forms or policies, and support students' and staff members' who have experienced sexual assault or sexual harassment.
- 9.6 International students shall be informed that their visa will not be affected if they report an incident of sexual assault or sexual harassment and that they will receive the same advice and support as domestic students, and that reporting an incident of sexual assault or sexual harassment will not impact on their enrolment or student visa.
- 9.7 Information for students shall be provided, and be accessible, from the moment they enrol, and included in the Orientation Program (see the *Orientation and Transition Policy*).

- 9.8 All students shall be advised that Ikon is able to suspend or cancel a student's enrolment if the student engages in sexual harassment or sexual assault. In the case of international students, Ikon shall report such changes to the student's enrolment to the Department of Home Affairs.

10. Online Learning Environment

- 10.1 Students spend more time in online learning environments (even those who are studying on campus), and incidents of sexting, cybersex, stalking, grooming and technologically-facilitated sexual harassment are becoming more frequent.
- 10.2 The online learning environment requires monitoring and moderation to ensure the wellbeing of students and staff. Online classes, discussion forums, and learning groups established via the learning management system and social media are not immune to harmful communication, inappropriate comments and abuse.
- 10.3 Factors such as gender, race, sexual orientation and disability can heighten the risk of technology-facilitated abuse.
- 10.4 The Education Services Manager shall regularly monitor the forums in the student learning system, Canvas.

11. Sexual Relationships Between Staff and Students

- 11.1 Ikon discourages sexual relationships between staff and students. A sexual or romantic relationship between a lecturer and their student is never appropriate. Lecturers who engage in a sexual relationship with their student harm the learning environment of that student and other students.
- 11.2 Ikon recognises that there is a power imbalance between students and their lecturers, and a sexual or romantic relationship that occurs within this power imbalance raises serious questions about capacity for consent and academic integrity. This unequal power dynamic means that the relationship can potentially be vulnerable to exploitation and can affect the capacity of a student to consent freely to sex or relationships initiated by their lecturer.
- 11.3 A student's academic progress must never depend on consenting to a sexual relationship with their lecturer or a member of staff. Ikon encourages students to report such demands and shall take immediate action on these reports and investigate under this policy and Ikon's HR staff policies.

12. Disclosing or Reporting an Incident

- 12.1 When students or staff members disclose or report an incident and/or seek assistance, they shall be:
- treated fairly, with dignity and respect
 - heard with compassion, not judgement or blame
 - heard by first responders with the assumption that their report is genuine (this also applies to the alleged perpetrator's story)
 - afforded privacy for all conversations
 - provided with information about options for reporting within, and external to, the provider
 - not discouraged from making a formal complaint

- free to decide which, if any, disclosure or report to make
 - provided with access to support, ideally 24 hours a day
 - responded to in a timely manner
 - reassured of the confidentiality of their disclosure
 - assured that they and the alleged perpetrator will be interviewed by different staff members
 - kept informed of any action the provider takes in relation to their disclosure, report or complaint and the expected timelines for resolutions of matters reported to the provider.
- 12.2 Ikon aims to provide an environment in which students and staff feel safe, and community members are trained to receive disclosures and respond appropriately to students or staff in trauma, enabling those who have experienced sexual assault or sexual harassment to be reported and for action to be taken, as required.
- 12.3 Ikon shall provide training that provides staff and student leaders with the confidence to listen and respond to students and staff members who have experienced sexual assault or sexual harassment and to treat them with dignity and respect. After training, not all staff members will feel equipped to respond to a victim in distress. But, at the least, they should be able to refer them to support agencies and to not contribute to their trauma.
- 12.4 Ikon has several pathways to facilitate reporting and shall ensure that information about these reporting pathways is available and easy to access for all staff and students - see Appendix 1, Reporting Pathway Flowchart.
- 12.5 Disclosures allow the student or staff member who has experienced the sexual assault or sexual harassment to access support without having to undergo a formal reporting process or participate in a misconduct procedure. If the student or staff member who has experienced sexual assault or sexual harassment wishes to have the incident investigated by Ikon, a formal report is required.
- 12.6 The reporting student or staff member shall be informed of any relevant mandatory requirements as soon as possible. Whether a student or staff member who experienced sexual assault or sexual harassment decides to make a report to the Ikon, or to the police, and whether they will seek counselling and manage their trauma without reporting, is a decision for them. Alleged perpetrators must also have clear information about what they can expect, and the assistance available to them.
- 12.7 Under State and Federal legislation, Ikon is required to report to the police information which might materially assist in the apprehension of an offender, or the prosecution/ conviction of an offender engaged in a serious criminal offence, such as rape. The victim/survivor of the crime will be informed about the reporting to the police to allow them to choose if they want to remain anonymous or if they want to receive further support from Ikon.
- 12.8 There is often an emotional and time cost for students and staff members who disclose or report sexual assault or sexual harassment to respond to the requirements of a formal complaint process, and/or the criminal justice system if they have reported to police. For students, this is likely to have an impact upon their ability to focus on, remain engaged with, and keep up with study requirements. Ikon shall facilitate study variations so that the student can maintain engagement with their studies in order to minimise the likelihood of further harm occurring through the loss of educational opportunity.

13. Response

- 13.1 In handling a sexual assault or sexual harassment-related incident, and regardless of whether the incident took place on or off campus, Ikon shall follow the below survivor centred principles:
- a) focus on the needs of the survivor
 - b) treat the survivor with respect and dignity
 - c) avoid causing any further trauma to the survivor
 - d) ensure the survivor is aware of all available avenues of support and respect the survivor's decision on whether to use available support
 - e) ensure the survivor is in control of decision making
 - f) offer to aid with the engagement of any external support and response services
 - g) respect privacy.
- 13.2 In handling a sexual assault or sexual harassment-related incident, Ikon shall, wherever possible, follow the principles below for an alleged perpetrator who is an Ikon staff member or student:
- a) treat the alleged perpetrator with respect and dignity
 - b) minimise trauma arising from the incident.
 - c) ensure the alleged perpetrator is aware of all available support services
 - d) show fairness and impartiality throughout any internal investigation process
 - e) respect privacy
- 13.3 Ikon's response shall be led by the Chair of the SASH Working Group.
- 13.4 The following are examples of responses that may be appropriate for a sexual assault or sexual harassment incident, subject to the survivor's wishes and how recently the sexual assault or sexual harassment took place:
- a) gathering information to facilitate an appropriate response
 - b) calling an ambulance
 - c) transporting the survivor to the local hospital.
 - d) referring the survivor to the external support services and offering to facilitate contact between the survivor and these services
 - e) referring the survivor to the Ikon Counsellor
 - f) informing the survivor of their options under this policy, including investigation options

14. Handling Reported Incidents of Sexual Assault or Sexual Harassment

- 14.1 Incidents of sexual assault or harassment should be reported to an Ikon staff member, the Ikon Counsellor or a SASH Working Group member.
- 14.2 If an incident constitutes an emergency, the person receiving the report shall call emergency services immediately.
- 14.3 The first person to receive the report shall notify the Chair of the SASH Working Group, who will then become the Coordinator. If the Chair of the SASH Working Group is unavailable, the first available member of the SASH Working Group shall become the Coordinator.
- 14.4 If medical care may be needed or forensic evidence may be preserved, the Coordinator shall inform the survivor and offer assistance in transporting the survivor to the closest hospital.

- 14.5 The Coordinator shall inform the survivor of all support services available, including the Ikon Counsellor, and external support services, and offer assistance in connecting the survivor with these services.
- 14.6 The Ikon Counselling services are available 24/7, providing urgent (acute) and immediate response to both the survivor and the alleged perpetrator.
- 14.7 The Coordinator shall ask the survivor if they would like Ikon to contact the police on their behalf.
- 14.8 Coordinator shall inform the survivor that they may request that Ikon formally investigate the case.
- 14.9 If necessary, measures shall be taken to ensure that the alleged perpetrator and survivor do not encounter each other in class or on campus. Such measures must be designed to minimise the disruption to learning of all involved.
- 14.10 The alleged perpetrator may be suspended from all activity on Ikon's campuses and online learning systems and forums, for a period of up to ten (10) working days, not including the day on which the event occurred, while an investigation takes place. Any suspension is for the safety of the Ikon community and is not indicative of any guilt.
- 14.11 Coordinator shall ensure that the incident is recorded in the *Critical Incidents Register*. The names of the survivor and alleged perpetrator shall be redacted.

15. Investigations

- 15.1 If they are a member of the Ikon community, the incident took place on campus or online, and involved another member of the Ikon community, the survivor may choose to have the incident/s formally investigated by Ikon.
- 15.2 Formal investigations shall be conducted by the SASH Working Group Chair as follows:
 - a) Survivor emails a *Critical Incident Form* to sash@ikon.edu.au
 - b) Receipt of the form is acknowledged via email by the Chair of the SASH Working Group.
 - c) Chair of the SASH Working Group requests further information from the survivor, as necessary, which may include one or more meetings with the survivor. The survivor has the right to be represented by a support person in every meeting
 - d) Chair of the SASH Working Group requires the alleged perpetrator to attend one or more meetings to obtain all necessary information for the investigation. The alleged perpetrator has the right to be represented by a support person in every meeting.
 - e) Chair of the SASH Working Group conducts the investigation and provides an evidence-based decision to all parties within 10 working days
- 15.3 Stakeholder privacy shall be respected at all times during the formal investigation process.
- 15.4 Where an allegation of sexual assault or sexual harassment is substantiated, the incident shall be handled in accordance with the *Student Code of Conduct* or Ikon's HR staff policies.
- 15.5 If a student survivor or perpetrator is dissatisfied with the outcome of a formal Ikon investigation, they may lodge an appeal in accordance with Ikon's *Grievance and Appeals Policy*.

16. Records

- 16.1 Minutes or notes are required for all meetings that take place in response to a reported incident of sexual assault or sexual harassment.
- 16.2 Gathering of information in response to a report of sexual assault or sexual harassment shall be done in accordance with Ikon's *Privacy Policy*.
- 16.3 Individual disclosures and reports of sexual assault or sexual harassment shall be collected and stored confidentially, accessible only by key staff responsible for the student's safety.
- 16.4 De-identified data on disclosures and formal reports of sexual assault and sexual harassment shall be collected in the *Critical Incident Register* to determine the effectiveness of Ikon's response procedures for continuous improvement processes.

17. Vexatious Complaints

- 17.1 If an incident of sexual assault or sexual harassment is reported to Ikon and it is established that the person reporting knew the report to be untrue at the time it was made:
 - the vexatious complaint shall be handled in accordance with *Student Code of Conduct* or Ikon's HR policies
 - it is likely to result in the expulsion of the student or the termination of staff member's employment

18. External Support Services

- 18.1 For support relating to sexual harassment, a survivor may send a written complaint to the [Australian Human Rights Commission \(AHRC\)](#). There is no requirement that you have reported the harassment to Ikon. The AHRC will investigate the complaint and generally attempt to resolve it by conciliation.
- 18.2 A survivor may contact any of the following support services for sexual assault, whether or not you have reported the assault to Ikon or the police.

Emergency Services	000 (If you are In Imminent danger)
1800 RESPECT	1800 737 732
Lifeline	13 11 14
1800 FULL STOP	1800 385 578
LGBTIQ+ Violence Service	1800 497 212
NSW Sexual Violence Helpline	1800 424 017
Sexual Assault Crisis Line Victoria	1800 806 292
Sexual Assault Helpline Queensland	1800 010 120
Sexual Assault Resource Centre WA	1800 199 888
Rape and Sexual Assault Service, Adelaide	1800 817 421

19. Publication

- 19.1 This policy shall be published in the [Policy and Procedures](#) section of the Ikon Website, and the student and staff policy libraries.

Policy Information & History

Policy Category	Corporate, Health & Safety
Policy ID	HR001A
Approved by	Board of Directors
Date of Approval	20 July 2022
Endorsed by	Health, Safety & Wellbeing Committee
Date of Endorsement	19 May 2022
Previous Versions	-
Next Review Date	May 2025
Government Legislation	Tertiary Education Quality and Standards Agency Act 2011 Higher Education Standards Framework (Threshold Standards) 2021 National Code 2018 Work Health and Safety Act 2011 (C'th) Racial Discrimination Act 1975 Sex Discrimination Act 1984 Australian Human Rights Commission Act 1986 Workplace Gender Equality Act 2012 Disability Discrimination Act 1992 Criminal Code Act 1995 State Based Crime Acts Privacy Act 1988 (C'th)
Responsible Officers	CEO
Sources	In developing this policy, the following documents were considered: Australian Human Rights Commission, <i>Change the Course: National Report on Sexual Assault and Sexual Harassment at Australia Universities, 2017</i> Tertiary Education Quality and Standards Agency, <i>Good Practice Note: Preventing and responding to sexual assault and sexual harassment in the Australian higher education sector - July 2020</i> Tertiary Education Quality and Standards Agency, <i>Guidance Note: Wellbeing and Safety</i>, V1.2 2018 Tertiary Education Quality and Standards Agency, <i>Guidance Note: Grievance and Complaint Handling</i>, V1.1, 2019 Universities Australia, the National Tertiary Education Union, the Council of Australian Postgraduate Associations and the Australian Council of Graduate Research, <i>Principles of Respectful Supervisory Relationships</i>
Benchmarking	External referencing activities were conducted against comparable providers and best practice using publicly available information including: Kaplan Australia, Australian College of Applied Professions; Sydney Institute of Traditional Chinese Medicine, Avondale University, Excelsia College, and Cairnmillar Institute.

Appendix 1 - SASH Reporting Pathway Flowchart

