



**SOUTHERN CROSS**  
**INSTITUTE**

**SASH (Sexual Assault and Sexual Harassment)  
Module for Southern Cross Institute (SCI)  
Students**

Ms Khatia Rekhviashvili  
Learning Support Manager

# Module Purpose and Learning Outcomes

This module supports the Southern Cross Institute (SCI) *Sexual Harassment and Assault Policy and Procedure* by helping students understand safe, respectful and inclusive behaviour at SCI.

## Purpose

By the end of this module, students should be able to:

- ❖ understand what sexual harassment and sexual assault mean;
- ❖ recognise unacceptable conduct, including online or gender-based harassment;
- ❖ understand consent, personal boundaries and respectful behaviour;
- ❖ know how to report a concern and where to access support.

## Our Commitment at SCI

SCI is committed to maintaining a safe, respectful and inclusive work and study environment.

SCI does not tolerate sexual harassment, sexual assault or related misconduct, and supports students to seek help, report concerns and access appropriate support.

# Understanding Sexual Assault

This content is aligned with the *SCI Sexual Harassment and Assault Policy and Procedure*, Australian legal frameworks and higher education good practice.

**Sexual assault includes any sexual activity that occurs without consent .**

**It may occur where a person is forced, pressured, coerced, threatened, tricked, or otherwise does not freely agree to a sexual act.**

**It can also include situations where a person is unable to give free and voluntary consent, including where they are unconscious, asleep, significantly affected by alcohol or drugs, or unable to understand what is happening.**

# Sexual Assault / Understanding Consent

- ▶ **Consent means a free, voluntary and informed agreement to participate in sexual activity.**
- ▶ **Consent must be ongoing and can be withdrawn at any time.**
- ▶ **Consent cannot be assumed from silence, a previous relationship, flirting, clothing or past consent.**

# Module activity:

Watch the video and consider:

- **Was consent clearly given?**
- **Was there any pressure, fear, coercion or confusion?**
- **What should a respectful person do if they are unsure?**



Monash University. (2019, October 21). Sexual Consent [Video]. YouTube.

# What is Sexual Harassment?

The *SCI Sexual Harassment and Assault Policy and Procedure* defines sexual harassment as unwelcome conduct of a sexual nature that a reasonable person would anticipate may offend, humiliate or intimidate another person.

Sexual harassment is any unwelcome behaviour of a sexual nature. It can occur in person, online, through messages, or through other digital communication. It can happen once or repeatedly.

Examples may include:

- sexual comments, jokes, emails, messages or online/digital content;
- unwanted sexual staring, gestures or attention;
- sexual questions or sharing sexual content;
- unwelcome sexual touching or physical contact;
- repeated unwanted requests for dates or sexual activity;
- spreading sexual rumours or gossip.

# What is Gender-Based Harassment?

**Gender-based harassment is behaviour that targets a person because of their sex, gender, gender identity, sexual orientation or related personal characteristics.**

**It can include:**

- **insults or jokes about a person's gender;**
- **intentional misgendering, including deliberately using the wrong pronouns;**
- **discriminatory comments or stereotypes;**
- **bullying, exclusion or intimidation based on gender identity;**
- **sexualised comments linked to gender.**

# Active Bystander Intervention

This section helps students understand how to respond safely when they witness harmful or disrespectful behaviour.

An active bystander is someone who notices harmful behaviour and, where safe to do so, takes appropriate action to prevent harm or support the affected person.

## Module activity:

This module activity helps students recognise harassment, disrespectful behaviour and unsafe situations.

### Watch the video and consider:

- **What behaviour was inappropriate or disrespectful?**
- **How did the bystander respond?**
- **What could you do safely if you witnessed similar behaviour at SCI?**



Respect Victoria. (2019, April 4). Respect women: Call it out – active bystander [Video]. YouTube.

# Understanding Online Sexual Harassment and Digital Harm

This module activity supports students by recognising online sexual harassment, gender-based harassment and digital harm.

Online behaviour may breach SCI policy where it involves:

- unwanted sexual comments, messages, images or videos;
- sharing or threatening to share intimate images without consent;
- sexual rumours, humiliation or intimidation online;
- gender-based harassment, abuse or threats;
- repeated unwanted contact through social media, email or messaging platforms.

# Online Harm Video

Watch the video and consider how online behaviour can affect a person's safety, dignity and wellbeing.



Australian Human Rights Institute / UNSW Sydney. (2018). On Safe Ground – Visual Resource on Gendered Violence at University [Video]. YouTube.

Students can seek support through SCI Student Services and may also access information from the [eSafety Commissioner](#).

# Module activity:

Watch the video and consider:

- **How can online behaviour affect a student's safety, dignity and wellbeing?**
- **What support options are available if this happens to you or someone you know?**
- **What should you do if you witness online harassment or harmful behaviour?**



# Your Rights as a Student at SCI

Under *SCI Sexual Harassment and Assault Policy and Procedure*, students are entitled to study in an environment free from sexual harassment, sexual assault, discrimination and related misconduct.

The Policy supports students to access appropriate support, confidential assistance where possible, and fair processes where a report or complaint is made.

As a student at SCI, you have the right to:

- study in a safe, respectful and inclusive environment;
- be treated with dignity, respect and fairness;
- learn without fear of harassment, sexual harassment, sexual assault or discrimination;
- access support services if you experience, witness or are affected by misconduct;
- make a report or complaint and have the matter responded to seriously, respectfully and fairly.

# Your Responsibilities as a Student at SCI

SCI *Sexual Harassment and Assault Policy and Procedure* expects all students to help maintain a safe, respectful and inclusive learning environment.

Students share responsibility for preventing sexual harassment, sexual assault, discrimination and related misconduct by treating others with respect and seeking help when needed.

All students are expected to:

- treat others with dignity, respect and fairness;
- follow SCI policies, procedures and reasonable campus directions;
- avoid any form of sexual harassment, harassment, discrimination or bullying;
- respect consent, personal boundaries and the dignity of others in all interactions;
- speak up, seek help or report concerns if they witness, experience or are affected by harmful behaviour, where safe to do so.

# Recognising Unacceptable Behaviour

Unacceptable behaviour may include sexual harassment, gender-based harassment, discrimination, bullying or other conduct that makes a person feel unsafe, humiliated, intimidated or disrespected.

Behaviour may be unacceptable if it is:

- unwelcome or unwanted;
- sexual in nature or linked to a person's sex, gender, gender identity or sexual orientation;
- offensive, humiliating, intimidating or threatening;
- a single incident or repeated conduct;
- connected to a power imbalance;
- creating an unsafe, hostile or disrespectful learning environment.

Examples include:

- sexual comments, jokes, messages or online content;
- spreading sexual rumours or gossip;
- unwanted touching or pressure for dates or sexual activity;
- using sexual or gender-based insults, comments or stereotypes.

## Module activity:

Watch the video and identify which behaviours may be inappropriate, harmful or unsafe.

Consider what support or reporting options may be available at SCI.



Recognising harassment/inappropriate conduct [Video]. YouTube.

# How to Report a Concern?

**If you experience, witness or are affected by sexual harassment, sexual assault or related misconduct, you can seek help or make a report through SCI.**

You can report or seek support by:

- contacting Student Support;
- emailing SCI Student Support at [ssc@sci.edu.au](mailto:ssc@sci.edu.au) or [sso@sci.edu.au](mailto:sso@sci.edu.au);
- speaking with the Learning Support Team or another trusted SCI staff member;
- making a formal complaint through SCI's complaints and reporting procedures.

Important:

If there is immediate danger, call 000. SCI will treat reports seriously, respectfully and confidentially as far as practicable, in accordance with the *SCI Sexual Harassment and Assault Policy and Procedure*.

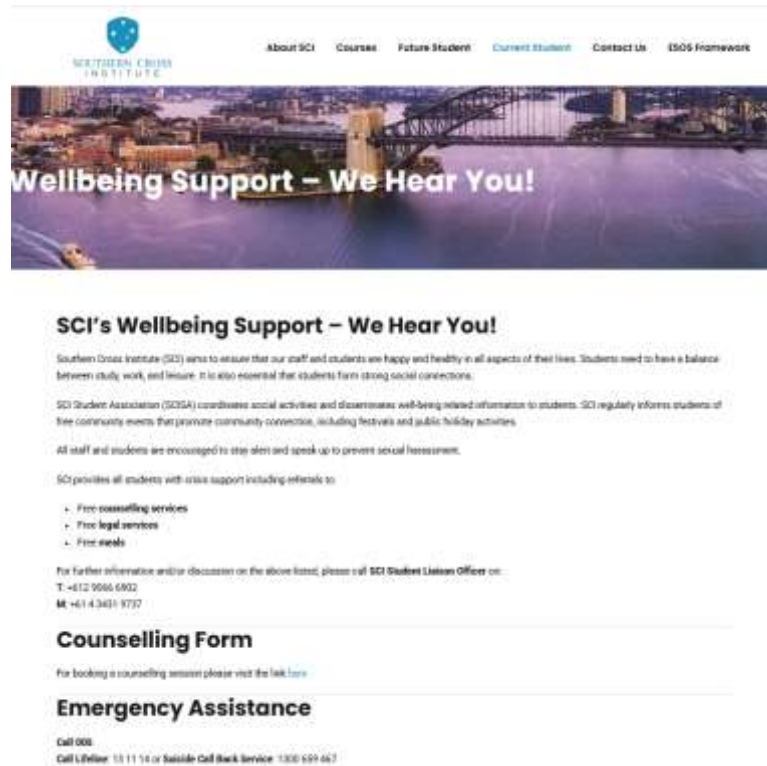
# Support for SCI Students - *You are not alone*

SCI students can access support including:

- confidential counselling;
- academic support and reasonable adjustments, where appropriate;
- guidance through the reporting process; referrals to external support services;
- [Wellbeing Support – We Hear You! – Southern Cross Institute \(SCI\)](#)

## External support examples:

- ❖ [1800RESPECT](#)
- ❖ [Westmead Sexual Assault Service](#)
- ❖ [Sexual, Domestic and Family Violence Helpline](#)



The screenshot shows the Southern Cross Institute website. At the top, there is a navigation menu with links for 'About SCI', 'Courses', 'Future Students', 'Current Students', 'Contact Us', and 'ESOS Framework'. Below the navigation is a banner image of a cityscape with a bridge over a river, with the text 'Wellbeing Support – We Hear You!' overlaid. The main content area is titled 'SCI's Wellbeing Support – We Hear You!' and contains the following text:

Southern Cross Institute (SCI) aims to ensure that our staff and students are happy and healthy in all aspects of their lives. Students need to have a balance between study, work, and leisure. It is also essential that students form strong social connections.

SCI Student Association (SCISA) coordinates social activities and disseminates well-being related information to students. SCI regularly informs students of free community events that promote community connection, including festivals and public holiday activities.

All staff and students are encouraged to stay alert and speak up to prevent sexual harassment.

SCI provides all students with crisis support including referrals to:

- Free counselling services
- Free legal services
- Free meals

For further information and/or discussion on the above listed, please call **SCI Student Liaison Officer** on:

T: +61 2 9066 6902  
M: +61 4 3431 9737

**Counselling Form**

For booking a counselling session please visit the [link here](#)

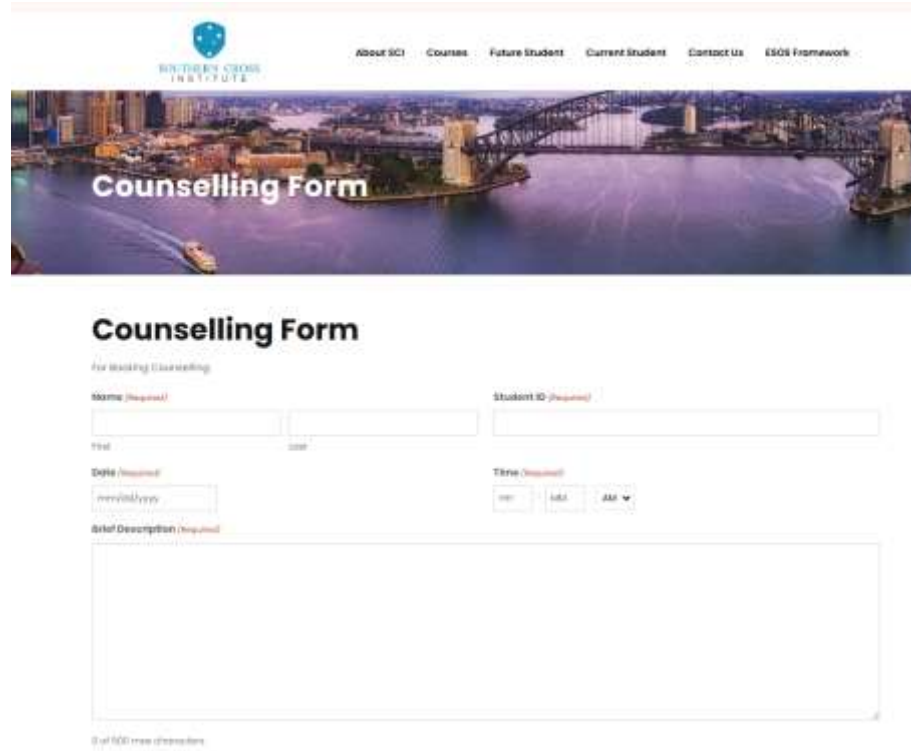
**Emergency Assistance**

Call 000  
Call Lifeline: 13 11 14 or Suicide Call Back Service: 1300 699 663

*SCI students can access counselling, wellbeing support and external referral options in accordance with SCI policy and procedures.  
If there is immediate danger or urgent medical assistance is required, call 000.*

# Accessing SCI Counselling Support

- SCI students can access free and confidential counselling support.
- To request a counselling session; students can complete the [SCI Counselling Form](#) available through the SCI website.
- Students may also speak with Student Support or trained SCI staff for guidance about support options and referrals.
- Student information will be handled confidentially as far as practicable, in accordance with SCI policy and safety requirements.
- If there is immediate danger or urgent medical assistance is required, call 000.



The screenshot shows the SCI website header with navigation links: About SCI, Courses, Future Student, Current Student, Contact Us, and ESOS Framework. Below the header is a banner image of a city waterfront with a bridge, overlaid with the text "Counselling Form". The main content area is titled "Counselling Form" and includes the instruction "For booking counselling". The form fields are: Name (Required) with first and last name input boxes; Student ID (Required) with a single input box; Date (Required) with a date picker; Time (Required) with a dropdown menu; and a large text area for "Brief Description (Required)". At the bottom of the form, it says "0 of 500 free characters".

# What Happens After a Report?

**After a report is made, SCI will:**

- **listen respectfully and without judgement;**
- **assess the report carefully;**
- **provide information about support options;**
- **consider any immediate safety or wellbeing needs;**
- **determine appropriate next steps under SCI procedures;**
- **take appropriate action where required.**

**Important:**

**SCI will prioritise student safety and wellbeing. Information will be handled confidentially as far as practicable, and fair, respectful and timely processes will be followed.**

# How You Can Help Create a Safe Campus - *Everyone has a role to play*

## You can help by:

- **respecting personal boundaries;**
- **seeking and respecting consent;**
- **supporting classmates and others affected by harmful behaviour;**
- **speaking up, seeking help or reporting concerns where safe to do so;**
- **responding to inappropriate behaviour safely and respectfully; promoting kindness, inclusion and respect.**

*This supports SCI's commitment to prevention, respectful conduct and safe reporting under the SCI Sexual Harassment and Assault Policy and Procedure.*

# Key Contacts:

## SCI Student Support

- Email: [ssc@sci.edu.au](mailto:ssc@sci.edu.au) or [sso@sci.edu.au](mailto:sso@sci.edu.au)

## SCI Student Liaison Officer:

- T: +612 9066 6902
- M: +61 4 3431 9737

## Counselling Services:

To book a counselling session, please visit the SCI counselling booking link [here](#)

# Emergency and Crisis Assistance

- [1800RESPECT](#) : 1800 737 732  
National sexual assault, domestic and family violence counselling service
- Call Lifeline: 13 11 14
- Suicide Call Back Service: 1300 659 467

For immediate danger or urgent medical assistance, call 000.

# Module Recap: Key Messages

## Remember:

- SCI does not tolerate sexual harassment, sexual assault or related misconduct.
- All students have the right to study in a safe, respectful and inclusive environment.
- All students are expected to respect consent, personal boundaries and the dignity of others.
- Students can seek support, make a report or complaint, and be treated seriously and respectfully.
- SCI can provide access to counselling, wellbeing support and external referral options.
- Information will be handled confidentially as far as practicable, subject to safety, legal and procedural requirements.
- If there is immediate danger or urgent medical assistance is required, call 000.

## Full policy:

### [Sexual Harassment and Assault Policy and Procedure](#)

# Further Support and External Resources

Students affected by sexual assault, sexual harassment or related misconduct can access SCI support and external services.

- [ReachOut](#) – sexual assault support information and state-based services
- [1800RESPECT](#) – national counselling and support
- [eSafety Commissioner](#) – online abuse and image-based abuse support
- Emergency services – call 000 for immediate danger or urgent medical assistance

SCI Student Support can also help students understand support and reporting options.



SOUTHERN CROSS  
INSTITUTE

## References

- ▶ Southern Cross Institute (SCI). *Sexual Harassment and Assault Policy and Procedure* (v1.4). [https://sci.edu.au/download/sexual-harassment-and-assault-policy-and-procedure\\_v1-4/?wpdmdl=14902&refresh=6a4746168fe1d1783055894](https://sci.edu.au/download/sexual-harassment-and-assault-policy-and-procedure_v1-4/?wpdmdl=14902&refresh=6a4746168fe1d1783055894)
- ▶ Queensland University of Technology. (n.d.). <https://mopp.qut.edu.au/document/view.php?id=91&version=2>
- ▶ Safe Work Australia. (n.d.). *Sexual and gender-based harassment: Resources*. <https://www.safeworkaustralia.gov.au/safety-topic/hazards/sexual-and-gender-based-harassment/resources>
- ▶ Western Sydney University. (n.d.). *Prevention guidelines for students and staff*. <https://www.westernsydney.edu.au/equity-inclusion-and-belonging/rights-and-protections/sexual-harassment/prevention-guidelines-for-students-and-staff>
- ▶ Tertiary Education Quality and Standards Agency. (2021). *Good practice note: Preventing and responding to sexual assault and sexual harassment* (Version 2.0). [https://www.teqsa.gov.au/sites/default/files/good-practice-note-preventing-responding-sexual-assault-sexual\\_harassment-v2-0-web.pdf](https://www.teqsa.gov.au/sites/default/files/good-practice-note-preventing-responding-sexual-assault-sexual_harassment-v2-0-web.pdf)
- ▶ Swinburne University of Technology. (n.d.). *Preventing sexual assault and harassment*. <https://www.swinburne.edu.au/about/strategy-initiatives/preventing-sexual-assault-harassment>
- ▶ Monash University. (2019, October 21). *Sexual Consent* [Video]. YouTube. <https://www.youtube.com/watch?v=u6VVHI0J4h0>
- ▶ Australian Human Rights Institute / UNSW Sydney. (2018). *On Safe Ground – Visual Resource on Gendered Violence at University* [Video]. YouTube. <https://www.youtube.com/watch?v=N2xaAiDbkjY>
- ▶ Respect Victoria. (2019, April 4). *Respect women: Call it out – active bystander* YouTube. <https://www.youtube.com/watch?v=UHxAxRYllfEQ>



# Thank you