# Sexual Harm Procedure Flowchart. Simplified Overview



#### Disclosure

A Disclosure can be made to the by the Sexual Harm Support Access, Wellbeing and Equity Officer (in consultation with a team online or via the Murdoch nominated role in People and Safe App. Disclosures can be anonymous and are confidential.

A Sexual Harm Support Officer will:

- respond to the Disclosure (if possible):
- provide information about support services and explain possible next steps; and
- consider whether any **Precautionary Actions** should take place.

If a Murdoch staff member is involved in the allegation, a nominated role in People and Culture will be consulted to inform appropriate next steps.

#### Risk Assessment

The incident will be risk assessed Culture if a Murdoch staff member is involved).

No serious risk of harm to the University Community: potential for no further action or Precautionary Actions to be taken.

Serious risk of harm to the University Community: the Sexual Harm Review Panel (SHRP) will be convened.

### Sexual Harm Review Panel

The Sexual Harm Review Panel will consider:

- cultural and legal circumstances;
- measures to mitigate risk such as:
  - o Precautionary Actions;
  - o legal advice;
  - o police involvement;
  - o government involvement;
  - o whether to investigate.

Considerations must be trauma-informed. The Chair has decision making authority.

## Report

If a person would like the University to investigate, they can submit a formal Report. In most cases, a person will have already made a Disclosure online or via the Murdoch Safe App.

A Sexual Harm Support Officer will assist the person to submit the Report, and then Senior Manager Access, Wellbeing and Equity will convene the Sexual Harm Review Panel as soon as practicable, in consultation with the Chair.

# will conduct the investigation fairly, without bias, and then make findinas.

The Sexual Harm Review Panel will consider:

- the seriousness and complexity of the allegation;
- level of risk to the University Community;
- cultural and legal circumstances;
- Precautionary Actions;
- legal advice;
- police involvement;
- government involvement; and
- whether to investigate.

The Chair has decision making authority.

If the Chair decides that an investigation will be conducted. the Chair will ensure the case is assigned to a Sexual Harm

Investigator.

Investigation

The Sexual Harm Investigator

The Sexual Harm Review Panel will consider the Investigator's findings, and any Precautionary Actions or other actions.

The Chair will determine any next steps and ensure the person who experienced Sexual Harm and the accused person are notified of the findings.

There may be mandatory requirements to report to external agencies.

## Sexual Harm **Review Panel Chair**

- Director People and Culture if Murdoch staff accused
- Director Student and Library Services if student accused
- Pro Vice Chancellor Transnational Education if Partner staff accused
- University Secretary if accused is not a student or staff member