

Advice for students accused of sexual misconduct

This advice is for students who may be responding to allegations of sexual misconduct. Being accused of sexual misconduct is a serious matter and can be a traumatic experience. The University's Duty of Care applies to all parties named in complaints related to sexual misconduct. The University follows due process applies procedural fairness in the interests of all parties and will safeguard against victimisation as defined in Section 3.10 of our Sexual Exploitation, Abuse, Assault and Harassment (SEAAH) Policy.

The SEAAH Policy as well as Student Handbook Part 3 - Bond University Discipline Regulations will be followed by the University. These documents set out the steps to be followed in investigating a complaint, and possible disciplinary actions, including avenues of appeal.

Below is an overview of what might happen next and what the University's role can be. It is important to note that the list of possible actions below is not an exhaustive one.

Important communication and privacy information:

- Do not contact the person who has made the disclosure or complaint under any circumstance: this can be considered retaliatory, even if that is not your intent. It could give rise to additional complaints being raised against you. Communication includes verbal, email, social media such as messenger, Facebook and other electronic means.
- You should not post updates or comments relating to this matter on social media; your social media use can be considered by the University during any investigation and/or disciplinary actions.
- To protect your privacy and that of others involved, refrain from discussing the allegation with fellow members of the Bond University Community who are not associated with the case.
- Consider whether there is information to gather that might be helpful. For example, you might gather text messages, emails, Facebook postings, or other social media postings. If you have already deleted text messages, contact your phone carrier to find out if they can be recovered. If you think of possible witnesses, it might be helpful to write down their names so that you do not forget them later, but you should not contact witnesses directly.

Be aware of the following:

The University may undertake some precautionary measures after conducting a Risk Assessment before any investigation is undertaken. This is not a disciplinary process but is intended as a means of undertaking reasonable attempts to ensure the wellbeing of all those involved and also the wider community.

The Risk Assessment does not imply any judgement on the accusation levied against you. There are numerous possible outcomes open to the University Registrar to respond to any risks identified. These could range from a move in location for teaching and/or living purposes, up to and including imposing an interim suspension from the University.

Considerations for you:

- You have the right to be treated with respect and dignity by university staff.
- The trauma of being named as a respondent in such a case can generate emotions of shock, denial, uncertainty, betrayal, sadness, disappointment, or concern. Whatever feelings you have should be acknowledged and understood. You are strongly encouraged to seek support to allow you to manage your response.
- You can meet with one of our Student Wellbeing Advisors who can advise you on options for support here at the University and externally.
- You can access free individual Counselling support through Bond Wellbeing Services to help deal with feelings related to being accused, decision-making, and concerns about relationships.
- If you feel you may need to modify your study load or to explore other options for special consideration, you can contact an Enrolment Advisor in the Student Business Centre either in person at Student Assist in the Main Library or email: sbc@bond.edu.au
- BUSA Advocates can provide free independent advice and support to students whenever they have a problem in the University.
- You have a right to have a support person with you at any meeting with the University relating to the Complaint that has been made.
- If you would like help in gaining independent legal advice, contact the BUSA Student Advocates who can support you in accessing legal services.
- You have the right to seek external, independent legal advice.

If you, or someone you know, has experienced any form of sexual misconduct please contact the Student Wellbeing Team for help and advice or email: ssw@bond.edu.au.