RESPPECT. NOW. ALWAYS.

**Equity & Equal Opportunity**
equity@federation.edu.au
03 5327 9357 or 03 5327 8104
federation.edu.au/equity

**Campus Security**
security@federation.edu.au
03 5327 6333 or 03 5122 6662

**Student Health and Wellbeing**
counselling@federation.edu.au
03 5327 9470 or 03 5122 6425
federation.edu.au/counselling

**Safer Campuses**
safercampuses@federation.edu.au
03 5327 6911 or 03 5122 6999

**FedUni Against Violence**
federation.edu.au/respect-now-always

For all emergencies while on campus, call Campus Security.

For all off campus emergencies, call 000.

---

**Equity & Equal Opportunity**
equity@federation.edu.au
03 5327 9357 or 03 5327 8104
federation.edu.au/equity

**Campus Security**
security@federation.edu.au
03 5327 6333 or 03 5122 6662

**Employee Assistance Program**
1300 687 327 or 03 8681 2444
The EAP service is available 24 hours a day, 7 days a week.

**Safer Campuses**
safercampuses@federation.edu.au
03 5327 6911 or 03 5122 6999

**FedUni Against Violence**
federation.edu.au/respect-now-always

For all emergencies while on campus, call Campus Security.

For all off campus emergencies, call 000.
Federation University Australia is committed to equal opportunity and freedom from violence, discrimination and harassment for all of its staff and students.

The University is firmly against any forms of sexual assault or sexual harassment in any University activities and has policies in place to address any complaints. The University also encourages reporting to the police.

We trust this FAQ brochure will give you more information about this topic.

Q: What is sexual assault?
A: Sexual assault is any behaviour of a sexual nature that makes someone feel uncomfortable, frightened, intimidated, threatened or scared.

It is behaviour that someone has not consented or agreed to. Sexual assault ranges from sexual harassment through to life threatening rape.

Sexual assault could be through the use of physical or emotional force and is an abuse of power.

Sexual assault is never the fault or responsibility of the victim or survivor. It is against the law.

Examples of sexual assault may include, but are not limited to:
- Stalking
- Rape
- Sexual harassment
- Unwanted sexual comments
- Pressure to go on dates or demand for sex
- Offensive written material
- The transmission of unwanted images electronically or otherwise

Q: What is consent?
A: Consent is where there is ‘free agreement’ and when a person has the capacity to do so.

Capacity is based on a person’s age, mental and physical ability. Where a person is intoxicated or under the influence of drugs or alcohol, they may not be in the position to give consent. Sexual assault occurs when there is no consent.

Q: What should I do if I experience sexual violence, sexual assault, sexual harassment, etc.?
A: You are strongly encouraged to report any forms of sexual violence, sexual assault, sexual harassment, or any other behaviour that creates a reasonable apprehension of harm. There are a number of reporting options.

In an emergency, call the emergency number at your campus:
- Ballarat and Wimmera - 6911 (internal phones) or 5327 6911 (other phones)
- Gippsland - 333 (internal phones) or 5122 6999 (other phones)
- and/or dial 000

Contacting the emergency number at your campus allows the University to enact critical incident procedures that can assist with instructing emergency services on how to access the campus, and initiates other safety protocols that may reduce risk to the University community.

In a non-emergency, contact the following services
- Campus Security (non-emergency)
- Equity and Equal Opportunity (for sexual harassment issues)
- Safer Campuses Initiative
- Counselling Service – a free and confidential service provided to students. The Counselling service can also assist you with referrals to specialist, external services.
- Employee Assistance Program is available for staff members.
- Equity and Equal Opportunity – for all harassment issues for both students and staff.

Q: Where do I go for further information?
A: The University has compiled a central information webpage for students and staff in relation to sexual violence, sexual assault, sexual harassment and other forms of violence.

Please visit federation.edu.au/respect-now-always.

‘FedUni against Violence’ is a webpage that defines the different types of violence, where to get support (local area, state-wide, and nation-wide), and how to report these behaviours.

Q: What is the University’s stance / policy on violence, sexual assault harassment, etc.?
A: The University has no tolerance for sexual violence or sexual assault.

The University is currently undertaking White Ribbon Accreditation as an organisation to demonstrate that violence, particularly against women, is not acceptable. This accreditation process will also assist to educate members of the University about violence against women.

The University’s Equity and Equal Opportunity policies ensure that the University community adheres to appropriate government legislation in relation to discrimination, and harassment. The Human Resources department provides information on leave provisions for staff experiencing violence.