

GCA Sexual Harassment Policy

Approved by: GCA Executive	Date Approved: 9th August, 2019
First Approved by: GCA Executive	Date First Approved: 9th August, 2019
Current Version: V2	Date of Next Review: 1 July, 2020

Context

This policy expresses the behaviour expected of the GCA Community regarding any matter of Sexual Harassment.

Rationale

The purpose of this policy is to manage any incidences of Sexual Misconduct, including Sexual Harassment at GCA and to contribute to maintaining a campus culture of inclusivity and respect; upholding the rights of Employees and Students to fair treatment.

Legislative Context

- *Anti-Discrimination Act 1977 (NSW)*
- *Crimes Act 1900 (NSW)*
- *Education Services for Overseas Students Act 2000 (Cth)*
- *Fair Work Act 2009 (Cth)*
- *Higher Education Support Act (Cth)*
- *Privacy and Personal Protection Information Act 1988 (NSW)*
- *State Records Act 1988 (NSW)*
- *Sex Discrimination Act 1984 (Cth)*

Related Documents

- GCA Policy and Procedures Manual (as amended)
- *Higher Education Industry – General Staff Award 2010* (including all amendments up to 20 June 2019). *Higher Education Industry—Academic Staff—Award 2010*
- National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students (Cth)

Definitions

Case Manager means an individual appointed by GCA to manage through the various stages of a complaint, investigation and recommendation until conclusion.

Complainant means an individual raising an issue, providing a notification or making a complaint about a matter that they wish the GCA to consider and for which specific outcome/s or resolution/s are explicitly or implicitly expected.

Duty of Care requires all Employees and Students to take reasonable care in view of reasonably foreseeable circumstances that may arise. Safety of Employees, Students and visitors on campus is the first priority in any situation.

Employee means an individual employed by the GCA under an Enterprise Agreement or a common law employment contract.

GCA Community means all people who use the GCA's campuses or facilities for work, study or other authorised activity, and the GCA's campuses and facilities.

GCA means The GCA of Australia.

Respondent means a Students or Employee against whom claims relating to Sexual Harassment and Sexual Violence are made.

SASH means a dedicated Task Force established as a stand-alone entity to regularly meet and review all matters relating to Sexual Assault, and Sexual Harassment.

Student means an individual enrolled in a degree, diploma or certificate course of the GCA, or an individual enrolled on a non-award basis, or through GCA Extension as a continuing education student, in units offered within degree, diploma or certificate courses of the GCA.

Supervisor/Manager means an individual who is responsible for supervision of the Employee or Student.

Vexatious Complaint means one that is made or pursued without reasonable grounds or made to harass or annoy, to cause delay or detriment, or for any other wrongful purpose.

Policy

1. Sexual Misconduct

1.1 The GCA understands Sexual Misconduct to be instances of:

- Sexual Harassment ("SH")
- Sexual Assault ("SA")

1.2 Sexual Harassment

1.2.1 Sexual Harassment is defined in legislation as conduct with a sexual component which is unwelcome, unsolicited and unreciprocated. Conduct with a sexual component includes physical, visual, verbal and non-verbal behaviour. GCA has a separate policy on Sexual Assault.

1.2.2 The GCA understands that Sexual Harassment includes, but is not limited to:

- leering or staring;
- obscene sexual communications in any media including social networking;
- persistent following or stalking;

- persistent unwelcome invitations, telephone calls or emails;
- sending of sexually explicit emails or text messages;
- sexually suggestive words, gestures or sounds;
- unwanted ongoing declarations of affection or approaches for affection, including gifts, display of sexually suggestive material use of GCA computer systems for the retention and distribution of sexually explicit material;
- unwelcome behaviour or contact of a sexual nature which offends, intimidates, embarrasses or humiliates an individual;
- unwelcome physical touching or familiarity, including deliberately brushing against someone, patting, kissing and embracing.

- 1.2.3 The GCA understands that Sexual Harassment involving persistent following or stalking, and indecent exposure, may be considered sexual assault and possibly a criminal offence. However, in the initial stages it is recommended a person subject to this type of unwanted behaviour report the matter internally with GCA through the SASH reporting protocols. Notwithstanding an individual who is subjected to such incidents may seek advice and support concerning reporting the matter to the police and/or the NSW Rape Crisis Centre.
- 1.2.4 The GCA understands that Sexual Harassment may be perpetrated or experienced by people of any sexual orientation or gender identity.
- 1.2.5 The GCA understands that Sexual Harassment may be a single incident or a persistent pattern of unwelcome behaviour.
- 1.2.6 The GCA understands that Sexual Harassment does not include:
- mutual attraction;
 - consensual romantic involvement or friendship.
- 1.2.7 GCA shall require all staff and students to complete, either online or face-to-face, mandatory awareness training of sexual harassment and sexual assault in order to develop a healthy culture of awareness and behaviours which not accepted or tolerated. Completion of training will be noted on each employee file.

2. Scope

2.1 Legislative Controls

- 2.1.1 A SASH Task Force, shall be formed and meet on a quarterly basis to oversee the interests and responsibilities of GCA in regards to all matters relating to the management of all sexual assault, and sexual harassment matters. Membership shall be led by the Director, Human Resources with the committee also comprising the Executive Dean, and Provost. The SASH Task Force shall report to the Executive Management Committee whom shall table and review each SASH Task Force report and Minutes.
- 2.1.2 The GCA understands that, under the Commonwealth *Equal Opportunity Act (1999)*, the Commonwealth *Sex Discrimination Act (1984)*; the *Anti-Discrimination Act 1977 (NSW)*, and the *Fair Work Act 2009*, that Sexual Harassment in employment, education, accommodation and in the provision of goods services and facilities is unlawful.

2.1.3 GCA understands that under the *Workplace Health & Safety Act 2011 (NSW)*, including the *Workplace Health & Safety Act Regulations 2017* an employer is required to take remedial and preventative action, including disclosure of necessary information, in response to allegations of Sexual Misconduct, including but not limited to where:

- there is a threat of physical harm or danger to an individual;
- the GCA's Duty of Care to Employees or Students may be compromised if no action is taken;
- there is an activity considered serious misconduct under the *Crime Commission Act 1991 (NSW)* that the GCA is obliged to report.

2.1.4 GCA has both legal obligations and a Duty of Care to all its Employees and Students which may take precedence over the desire of a Complainant for confidentiality. Duty of Care considerations will include an assessment of the safety of people involved in the matter, and may require Employee relocation or adjustment of duties and reporting lines, or the GCA timetable, while the matter is addressed.

2.2 Institutional Scope

2.2.1 The scope of this policy extends to all GCA Community premises and includes but is not limited to the GCA:

- campuses;
- sporting and recreational clubs and facilities to the extent that they fall within the GCA Community
- managed digital environments;
- activities and situations related to GCA business that are not conducted on GCA premises, including but not limited to:
 - field trips
 - conferences
 - students camps
 - inter-GCA events
 - parties and other social functions.

2.3 Sexual Misconduct on a Premises Outside of the GCA Community

2.3.1 The GCA understands that a member of the GCA Community may, while performing duties as an Employee, as a Student or as any other individual while undertaking official duties for the GCA, experience Sexual Misconduct on premises outside of the GCA Community. The GCA will liaise with the responsible authority to ensure proper procedures will be followed and will continue to provide support services.

2.3.2 The GCA understands that Sexual Misconduct conducted on a digital environment not managed by the GCA will also be subject to this policy.

2.4 Individual Scope

2.4.1 The scope of this policy extends to all members of the GCA Community, including but not limited to:

- GCA's professional staff;

- GCA' academic staff;
- GCA's Students;
- persons not employed by the GCA that undertake official duties for the GCA.

2.5 Sexual Misconduct by an Individual Outside of the GCA Community

- 2.5.1 GCA understands that a member of the GCA Community may, while performing duties as an Employee, as a Student or any other individual while undertaking official duties for the GCA, experience Sexual Misconduct by an individual outside of the GCA Community. In such circumstances, the GCA will liaise with the responsible authority to ensure proper procedures will be followed and will continue to provide support services.
- 2.5.2 The scope of this policy extends to all individuals of the GCA Community performing duties as an Employee, as a Student or any other individual while undertaking official duties for the GCA while performing those duties on premises outside of the GCA Community.

3. Intent to Commit Sexual Misconduct

- 3.1 GCA, in accordance with the *Equal Opportunity Act 1999 (Cth)*, considers behaviour to be Sexual Misconduct if an individual harassed is, or has reasonable grounds for believing that rejection, refusal or objection to a request, advance or other conduct will disadvantage them in any way related to their working, studying or living environment. Disadvantage here also includes psychological and emotional distress affecting that individual's ability to pursue their usual work, study or individual activities.
- 3.2 GCA will not consider the intention of a Respondent in determining if Sexual Misconduct has occurred.
- 3.3 GCA will consider the perception of a recipient (the Complainant) of conduct by a Respondent in determining whether Sexual Misconduct has occurred.
- 3.4 GCA does not consider it necessary for the Complainant to have told a Respondent that their behaviour was unwelcome for the behaviour to constitute Sexual Misconduct.

4. Employee and Student Rights and Responsibilities

- 4.1 The GCA understands that all Employees and Students have a right to participate in an environment free from Sexual Misconduct. The GCA expects all Employees and Students to prevent Sexual Misconduct and contribute to maintaining a campus culture of inclusivity and respect, and to uphold the rights of Employees and Students to fair treatment.
- 4.2 The GCA expects all Employees and Students to comply with the *Equal Opportunity for Women in the Workplace Act 1999 (Cth)*; *Commonwealth Sex Discrimination Act 1984*, and *Fair Work Act 2009*, and all other relevant legislation.
- 4.3 **Vexatious Complaints**
- 4.3.1 If the complaint is found to be vexatious, the GCA may take action against the complainant employee under the GCA's misconduct procedures contained within the

award. In the case of a vexatious complaint made by a student, the Student Policies shall apply.

4.4 Conflict of Interest

4.4.1 No individual should be placed in a situation where there is real or perceived conflict of interest. If a complainant or respondent believes that a real or perceived conflict of interest exists when a matter involving them is to be investigated, they can ask for an alternative case manager to be appointed.

4.4.2 A conflict of interest includes any circumstance, whether actual or perceived, arising from conflict between the performance of public duty and private or individual interests. All parties involved in the preliminary inquiry into and possible resolution of complaints of sexual harassment will ensure:

- they have no conflict of interest or bias in relation to any party to the complaint;
- there is no perception by the parties that a conflict of interest exists;
- they adhere to the GCA's Code of Ethics and Code of Conduct;
- Individuals who have concerns about perceptions of possible conflict of interest or partiality should exclude themselves from the process, refer their complaint to their Manager, or seek advice from within Human Resources.

5. Supervisors and Managers

5.1 GCA expects that Supervisors/Managers take appropriate action using the procedures associated with this policy when they become aware of instances of possible Sexual Misconduct, even without a complaint being lodged.

5.2 GCA expects Supervisors/Managers to manage Sexual Misconduct appropriately and contribute to maintaining a campus culture of inclusivity and respect, and to uphold the rights of Employees and Students to fair treatment by:

- making sure Employees and Students are familiar with this policy
- modelling exemplary behaviour in this regard themselves
- ensuring that Employees and Students are aware of the GCA's Code of Ethics and Code of Conduct
- making known names and locations of Employees, who are able to provide preliminary advice and assistance
- taking early action when they become aware of instances of possible Sexual Misconduct, even without a complaint being lodged
- following up promptly when a Sexual Misconduct matter is raised.

6 Breach of Policy

6.1 Failure to comply with this policy by a member of the GCA Community may be considered a breach of the Code of Ethics and Code of Conduct and may result in disciplinary action.

Procedures

7. Seeking Support

Someone who has experienced Sexual Misconduct can seek support from a range of people across campus and external to the GCA.

7.1 On Campus:

7.1.1 Employees and Students

hrm@gca.edu.au for issues of safety on campus, or speak to Student Services on a private and confidential basis.

7.2 External:

Refer Schedule 1 of this policy.

8.1 Where appropriate and where an individual feels safe to do so, they are encouraged to raise their concern with the other individual directly. Taking action can be as simple as:

- talking to the individual, or sending them an email, telling them what it is you have a concern about and asking them to stop doing it;
- seeking appropriate support and advice.

8.2 Where it has not been appropriate to approach the individual directly, or where this step has been taken but the matter is still not resolved, an individual can consider making a Disclosure or a Report to GCA. Not speaking directly to the individual(s) who have caused the concern does not prevent someone from making a Disclosure or Report.

8.3 Disclosures and Reports

8.3.1 An Employee or Student who thinks they may need some support in their workplace or study and wants the GCA to investigate what happened, can make a Disclosure and/or a Report to the GCA.

8.3.2 Making a Disclosure starts a process of information and support provision, which can include assistance with making a Report, but does not start an investigation.

8.3.3 Making a Report does start an investigation (assuming the GCA has the authority to investigate) and can include a referral to the Disclosure Officer(s) for information and support provision as part of the process.

8.3.4 The decision to make a Disclosure and the decision to make Report are separate decisions. They are both confidential processes but there may be limits to confidentiality, particularly where the GCA is required to disclose information to external agencies or investigate.

8.3.5 Incident data is collected in all matters reported either directly or indirectly to the GCA Task Force, and included in report to the Executive Management Team meetings.

9. Making a Disclosure

- 9.1 Confidential disclosures can be made to GCA nominated Disclosure Officer (appointed by Director, Human Resources). Appointments can be made by email disclosure@GCA.edu.au
- 9.2 No information about the Sexual Misconduct is required in the email; just a statement that the individual wishes to make a Disclosure, their full name, and their student/employee ID.
- 9.3 A support individual such as a friend, family member, colleague or Student Assist Officer can attend a meeting and where unable to come onto campus, the Disclosure Officer will negotiate an alternative method of contact.
- 9.4 A Disclosure does not have to relate to a current or recent matter, and does not have to involve a member of the GCA Community.
- 9.5 Where Sexual Misconduct is first raised with another Employee, that Employee will support a referral to the Disclosure Officer.
- 9.6 The Disclosure Officer will:
- advise on support services both on campus and external to the GCA;
 - safety planning and implementing safety measures
 - temporary work reassignment, location reassignment, or scheduling changes
 - retain a summary of the Disclosure without any individual identification for GCA reporting process.
 - create a confidential file where accommodations are sought to retain a record. These records are not stored in a student or employee file but held separately under lock and key
 - make appropriate support services and accommodations available to members of the GCA Community on the basis of a Disclosure, regardless of whether there is a Report; a report to the police; or a report to a support agency such as the [NSW Rape Crisis Centre](#).
- 9.7 In seeking accommodations, the Disclosure Officer needs to identify the individual for whom they are being sought, but does not need to provide any details about the Disclosure.
- 9.8 To the greatest extent possible, the GCA will respect an individual's choice to not make a Report and will keep the Disclosure confidential. In exceptional circumstances, where required by law or where there is a risk of significant harm to that individual's health and safety or another individual's health or safety, and at the sole discretion of the Disclosure Officer, the GCA may do one or both of the following:
- refer the matter to the Complaint Resolution Unit as a Report in which case the individual who Disclosed has the right not to participate in any subsequent Investigation
 - notify third parties, such as the police or child protection authorities.
- 9.9 If the GCA takes any action under clause 9.8, the Disclosure Officer will notify the individual who made the Disclosure and will ensure that appropriate support services are made available to them.

10. Making a Report

- 10.1 Anyone directly subjected to Sexual Misconduct, including an individual who is not a member of the GCA Community, can make a Report against a member of the GCA Community. Reports can be made by:
- emailing to the Director, Human Resources (hrm@gca.edu.au)
 - submitting a Report online (through the online Complaint Submission Form);
 - making an anonymous Report (noting action by GCA may be limited);
 - making an appointment with the Director, Human Resources for a confidential discussion.
- 10.2 Anyone directly subjected to Sexual Misconduct, including an individual who is not a member of the GCA Community, can make a Report against a member of the GCA Community. An individual who is subjected to Sexual Misconduct and makes a Report is called the Complainant.
- 10.3 An individual can submit a Report to the GCA and pursue other processes external to the GCA, including reporting to the police, Equal Opportunity Commission or the Australian Human Rights Commission.
- 10.4 If the GCA commences an investigation and an external process is also being pursued, the GCA may continue or suspend its investigation (after consultation with the Complainant).
- 10.5 All Reports are received by the Director, Human Resources. This includes anonymous reports.
- 10.6 A Report to the GCA does not normally result in a report to the police, although in exceptional circumstances, where required by law or where there is a risk of significant harm to anyone's health or safety, the GCA may have to notify third parties, such as the police. If such action is taken, the GCA will notify the Complainant and will ensure that appropriate support services are made available to that individual.
- 10.7 Any Report received will be assessed to check a number of matters including:
- any safety or other risks associated with the Report and any investigation arising from it;
 - where the Report was not made by the individual directly affected, that they are advised of the Report and are able to talk about the Report and the anticipated process that the GCA will take to consider it;
 - that there is sufficient information to proceed;
 - that where Reported by the individual directly affected, the individual understands the complaint process and possible implications for them, before making a Report;
 - the appropriateness of having the complaint investigated only under the Complaint Policy, or if there are allegations that need to be investigated under the GCA's applicable discipline process;
 - Human Resources will be notified of any Report in which an Employee is either the complainant or respondent. Reports involving only Employees will be managed by Human Resources, including any investigation or disciplinary process. Reports involving both an Employee and a Student will be managed by both Human Resources and the SASH Task Force.
- 10.8 Anonymous and third party reports

- 10.8.1 Anonymous Reports or Reports of Sexual Misconduct made by a third party (someone other than the individual who was directly subjected to the Sexual Misconduct) can also be submitted to the Director, Human Resources.
- 10.8.2 The GCA may be unable to proceed with an Investigation involving anonymous or third party allegations due to a lack of evidence from the individual who was directly subjected to the Sexual Misconduct, or where proceeding would not allow for procedural fairness.
- 10.8.3 The Director, Human Resources may take other steps, including an approach via the third party to see if the individual affected would consider making a Report.
- 10.8.4 Where other sufficient evidence exists and where procedural fairness could be met, the GCA may decide to proceed with an investigation. In such cases, the individual who was directly subjected to the Sexual Misconduct has the right to be advised of the investigation and not participate.
- 10.8.5 If the GCA is unable to proceed with an investigation involving anonymous or third party allegations, the Report will be retained by the Complaint Resolution Unit. It will be kept strictly confidential, and access to it will be limited.

10.9 Conflict of Interest

- 10.9.1 A perception of a conflict of interest may be seen to exist where it would be likely that an individual might reasonably fear that a more senior staff member managing a Report might be influenced by factors other than employment management considerations.
- 10.9.2 The same reasoning applies to an employee with teaching or academic supervision responsibilities where factors other than proper academic management considerations might also create a perception of bias in the mind of a student. While a conflict of interest must always be acknowledged, depending on the circumstances, it may not always be necessary to act upon such a conflict. However, if there is any doubt, advice must be sought from Human Resources.

11. Investigating reports - complaint and discipline procedures

- 11.1 A Report may be investigated as a complaint and/or a discipline process. At any point in considering a Report where it is determined that there is sufficient evidence, or where the matter is serious, the matter can be referred directly into the relevant disciplinary process:

11.2 Investigating Reports - complaint procedures:

- 11.2.1 Where a Report indicates a matter that can be resolved informally or where there is insufficient evidence for referral to a discipline process, the Report will be considered under GCA policies or under the grievance procedures in the relevant Higher Education Industry – General Staff Award 2010 (including all amendments up to 20 June 2019), or the Higher Education Industry – Academic Staff Award 2010.
- 11.2.2 These complaint/grievance processes allow for informal resolution of matters and an investigation of a complaint matter where needed.

- 11.2.3 These steps should establish whether resolution of the matter can be achieved in a just, prompt and confidential manner at the local level.
- 11.2.4 Care should be taken not to pre-judge either party or to dismiss a matter as trivial. A range of strategies can be used in resolving the complaint whilst ensuring that principles of procedural fairness are observed.
- 11.2.5 The Director, Human Resources will appoint a Case Manager for each complaint made.
- 11.2.6 For the purposes of these procedures, an Employee responding to a complaint or allegation(s) of Sexual Misconduct is referred to as employee respondent and a Student responding to a complaint or allegation(s) of Sexual Misconduct is referred to as student respondent.
- 11.2.7 During either the informal or formal steps, a complaint investigation can meet the requirements of the initial inquiry stage of a discipline process. If disciplinary action is required, the matter should be referred to Employee Relations in the case of an employee, or to the Complaint Resolution Unit in the case of a student, so that the matter can be dealt with under the appropriate regulations. However, even if the matter can be resolved at a local level, it may be important to utilise support from other areas of expertise in order to manage the situation effectively and also for reporting purposes.
- 11.2.8 Where no matters are substantiated or identified as requiring consideration under the relevant discipline procedures, a complaint will be found not justified and closed. This decision can be appealed (procedures clause 12).

11.3 Initial (preliminary) inquiry

- 11.3.1 Where the GCA determines that a matter(s) arising from a Report may require disciplinary action, it should be referred to the Director, Human Resources whom will also take into account:
- for students - the associated Policies for student conduct and discipline;
 - for professional employees - Higher Education Industry – General Staff - Award 2010;
 - for academic staff - Higher Education Industry—Academic Staff—Award 2010;
- 11.3.2 This decision can be made on receipt of a report or during the complaint resolution process.
- 11.3.3 Where the immediate Manager/Supervisor of an employee respondent is not the appropriate case manager by virtue of conflict of interest, because they are not an Employee or it is otherwise unsuitable, an alternative individual will be appointed to conduct the preliminary enquiry. This alternative individual shall be determined by the Director or Human Resources.
- 11.3.4 Where an initial inquiry determines that an allegation does not meet the required standard of proof, no further action will be taken.
- 11.3.5 Where an initial inquiry determines that an allegation is of sufficient substance the GCA will investigate under the relevant discipline procedure.

11.4 Investigation

- 11.4.1 All parties to an investigation will be afforded procedural fairness and have the right to have a support individual with them.
- 11.4.2 The Director, Human Resources will investigate, or cause to be investigated, an allegation of Sexual Misconduct and may refer for an investigation to an external investigator.
- 11.4.3 Director of Human Resource will consider and determine the suspension of an employee respondent during an investigation or termination. These decisions will be made in accordance with the relevant Higher Education Industry – General Staff Award 2010 (including all amendments up to 20 June 2019), or for academic staff Higher Education Industry—Academic Staff—Award 2010;
- 11.4.4 Director, Human Resources will consider if a student respondent should be suspended during an investigation and any determination of exclusion or expulsion will be made in accordance with the policies for student conduct and discipline.

12. Appealing GCA decisions

- 12.1 A **complainant** who is unhappy with a GCA decision under the complaint/grievance procedures may further appeal in accordance with GCA policies, or the relevant industrial award such as Higher Education Industry – General Staff - Award 2010 (including all amendments up to 20 June 2019), or Higher Education Industry—Academic Staff—Award 2010 incorporates all amendments up to and including 20 June 2019 (PR707416). External third-party appeal mechanisms are also available.
- 12.2 A **respondent** who is unhappy with a GCA decision regarding an allegation of Sexual Misconduct may appeal in accordance with GCA policies, or the relevant industrial award such as Higher Education Industry – General Staff - Award 2010 (including all amendments up to 20 June 2019), or Higher Education Industry—Academic Staff—Award 2010 incorporates all amendments up to and including 20 June 2019 (PR707416). External third-party appeal mechanisms are also available.

Contact position:

Director, Human Resources: hrm@GCA@edu.au

SCHEDULE 1

Emergency contacts:

- (1) In an emergency, students should contact emergency services by dialling triple zero (000).
- (2) Counselling and medical services are available for anyone who has been sexually assaulted.
- (3) Student Services can arrange transport to Royal Prince Alfred Hospital or St Vincent's Hospital, where possible.

Students and former students who have experienced sexual assault can contact:

- NSW Rape Crisis Service on 1800 424 017, 24 hours a day;
- 1800RESPECT on 1800 737 732 or online via www.1800respect.org.au, 24 hours a day;
- Royal Prince Alfred (RPA) Hospital Sexual Assault Service on 9515 9040 (Monday to Friday) or 9515 6111 (after hours).

Additional Support Services NSW

Deaf Society NSW

Telephone: (02) 9893 8555

Email: deafsoc@tig.com.au

www.deafsocietynsw.org.au

DoCS Domestic Violence Line

Telephone: 1800 656 463

TTY: 1800 671 442

http://www.community.nsw.gov.au/parents_carers_and_families/domestic_and_family_violence/dv_line.html

Family Planning NSW

FPA Healthline: 1300 658 886

<http://www.fpnsw.org.au/index.html>

Gay and Lesbian Counselling Service

Counselling available 5.30pm-9:30pm

General: (02) 8594 9596 Freecall 1800 184 527

Lesbian Only: (02) 8594 9595 Freecall 1800 144 527

http://www.glcsnsw.org.au/index.php?option=com_content&view=frontpage&Itemid=197

Intellectual Disability Rights Service

Telephone: (02) 9318 0144

Email: info@idrs.org.au

<http://www.idrs.org.au/>

Kids Helpline

Telephone: (07) 3369 1588

Email: admin@kidshelp.com.au

<http://www.kidshelp.com.au/>

Sex & Ethics Research and Violence Prevention Program

<http://www.sexandethics.net/>

The Clinic for Traumatic Stress

Telephone: (02) 9845 7979 or (02) 9845 6904

Email: traumaticstressclinic@brain-dynamics.net

<http://www.traumaticstressclinic.com/>

Translating and Interpreting Service

Department of Immigration and Multicultural and Indigenous Affairs

Telephone: 131 450 (24 hours / 7 days)

http://www.immi.gov.au/living-in-australia/help-with-english/help_with_translating/

Victims Services

NSW Government, Attorney General's Department Victims Services

Victims Access Line - Sydney: (02) 8688 5511

Victims Access Line - Freecall: 1800 633 063

Aboriginal Contact Line: 1800 019 123

Email: vs@agd.nsw.gov.au

<http://www.lawlink.nsw.gov.au/vs>

http://www.sexualassault.nsw.gov.au/VOSA/sexual_assault.html

Women's Domestic Violence Court Advocacy Program

The Women's Domestic Violence Court Advocacy Services (WDVCASs) provide court support, advocacy, referrals and information. Some WDVCAS have specialist workers to help Aboriginal women, or women from culturally and linguistically diverse backgrounds

Telephone: 1300 888 529

Youth Hotline: 1800 10 18 10

<http://www.legalaid.nsw.gov.au/what-we-do/community-partnerships/womens-domestic-violence-court-advocacy-program>

Women's Health NSW

Telephone: (02) 9560 0866

Email: info@whnsw.asn.au

<http://www.whnsw.asn.au/>

Women's Refuge Resource Centre NSW

Telephone: (02) 9698 9777

Email: wrrc@bigpond.com

<http://www.wrrc.org.au/>

Women with Disabilities Australia (WWDA)

Telephone: (03) 6244 8288

Email: wwda@ozemail.com.au

<http://www.wwda.org.au/>

Document Change Control

Version	Change Description	Date	Author
V1	Creation of the policy	July 2019	Dr Stephen Treloar
V2	Input in GCA policy format	July 2019	Pam Kewkhuntod