Handling reports of sexual misconduct – a guide for students

Report received by Complaint Resolution Unit (CRU)

- CRU assesses Report to determine anticipated approach

  - Suitable for formal resolution?

    - Yes
      
      - If proven, the reported conduct constitutes ‘misconduct’ AND there is sufficient information to commence investigation
      
      - Student Respondent - Regulations for Student Conduct and Discipline;
        
        Respondent Employee - Misconduct procedure of applicable UWA Staff Agreement.
      
      - Formal discipline investigation

    - No
      
      - Informal resolution (facilitated by CRU under applicable complaint/grievance procedure)

        - Resolved to Reporting person’s satisfaction?

          - Yes
            
            - Resolved/No further action

          - No
            
            - Disciplinary Investigation of Respondent required?

              - Yes
                
                - Formal resolution continues (under applicable complaint/grievance procedure, e.g. student complaint investigation)

              - No
                
                - Outcomes determined and Reporting person advised (information sharing may be restricted by privacy legislation)

      - Formal resolution (facilitated by CRU under applicable complaint/grievance procedure)

        - Resolved to Reporting person’s satisfaction?

          - Yes
            
            - Resolved/No further action

          - No
            
            - Appeal process (facilitated by CRU under applicable complaint/grievance procedure)

              - One stage of appeal only. May result in further investigation.

- Additional notes:

  Report assessment involves consideration of a number of factors, including (but not limited to):
  - the nature of the reported incident(s)
  - the affected person’s preferences
  - UWA’s authorities, e.g. to investigate
  - the Reporting person’s role, e.g. witness
  - UWA’s legal and ethical obligations, e.g. to notify the WA Police

  Authorised decision-makers may appoint an Investigator (internal or external) but must determine Report findings and outcomes.

  All parties have access to support services throughout any process.