

HARMFUL SEXUAL BEHAVIOUR POLICY

Section	Health, Safety and Wellbeing
Contact	DVC Students and Global Engagement and the DVC People and Culture

Purpose:

Sexual violence is a serious problem that needs attention and intervention throughout society and within institutions. Harmful sexual behaviours have a significant impact on those who experience it, their friends and family members, and on those who work closely with them as supporters, advocates, and educators and on those who are accused of or found to have engaged in this behaviour.

The purpose of this policy is to outline Massey University's commitment to reducing harmful sexual behaviours through promoting a safe campus, healthy relationships, and a supportive culture, which encourages reporting of incidents and ensures that they are dealt with sensitively and as per already existing policies or regulations.

We recognise that it can be distressing for all those affected by a sexual violence disclosure; this policy aims to ensure that all parties are treated with dignity and respect and are provided with appropriate support and guidance.

Definitions:

The terms 'sexual violence' and 'harmful sexual behaviours' are used interchangeably throughout this policy to order to make clear the breadth of behaviour covered and to utilise a well-defined and researched term.

For the purpose of this policy and its implementation Massey University adopts the World Health Organisation definition of sexual violence (Krug et al, 2002) as a term that encompasses the spectrum of sexual acts and behaviours that are harmful.

Sexual Violence: Any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to the victim, in any setting, including but not limited to home and work.

Coercion can encompass:

- *varying degrees of force.*
- *psychological intimidation.*
- *blackmail.*
- *threats (of physical harm or of not obtaining a job/grade etc.).*

In addition, sexual violence may also take place when someone is not able to give consent for instance, while intoxicated, drugged, asleep or mentally incapacitated.

- Krug, E.G. et al., eds. (2002). World report on violence and health. Geneva, World Health Organization

For clarity the University also notes that:

- Sexual violence need not include

The University also commits to working with all parties involved, from the outset; during any processes invoked; and irrespective of the outcomes of those processes, including – where appropriate – opportunity for a party to better understand the impact of their actions

Safety and Wellbeing and Cultural Sensitivity

A person who has experienced sexual violence can elect to make a disclosure of their experience and/or make a formal complaint. Making a disclosure will not prevent a person subsequently making a formal complaint.

The safety and wellbeing of the person disclosing or making a formal complaint of sexual violence is a priority of the University.

Massey University aspires to be a Te Tiriti-led institution. As such culturally appropriate response to a disclosure or complaint will be made available.

Responding to Disclosures of Sexual Violence

The University will take a survivor led approach when responding to a disclosure and will provide support and assistance to that person, who includes, but is not limited to:

- access to information about appropriate emergency health, counselling, security, and accommodation providers.
- referral to internal and external support services.
- information about, and support navigating, the University's academic special consideration process if a student wishes to apply.
- Information about, and support navigating, the University's leave provisions.
- information about the available reporting options, including reporting to Police and making a formal complaint to the University.

The University will acknowledge and consider the needs of our diverse community members in its sexual violence response procedures and support systems. It also acknowledges the need to review prevention and support measures following any incidents to continually improve practices and procedures

Responding to Formal Complaints of Sexual Violence

University community members who disclose an incident of sexual violence have agency ~~EMC~~ /l-5(n)-5(d)-5(i)-4(n)-5(g)11()

Massey University Policy Guide