

SEXUAL HARM AND MISCONDUCT - PREVENTION AND RESPONSE (DLI) POLICY

Section 1 - Preamble

- (1) This Policy is effective from 1st of December 2025.

Section 2 - Purpose

- (2) This Policy sets out DLI's commitment to providing a learning and working environment that is safe, respectful, and free from sexual misconduct.
- (3) This Policy outlines the principles for preventing sexual misconduct and responding to incidents of sexual harm, ensuring support for those affected.
- (4) The Policy fosters a culture of respect and accountability at the DLI Bandung campus, consistent with the standards of our partner universities while meeting local needs.

Section 3 - Scope

- (5) This Policy applies to all members of the DLI community, including students, academic and professional services staff, volunteers and associates.
- (6) The Policy covers conduct that occurs on DLI premises, during DLI-related activities off-campus (such as internships, field trips, or university events), and in virtual environments related to DLI.
- (7) For the purposes of this Policy, "DLI" refers to Deakin University – Lancaster University Indonesia in Bandung.
- (8) All community members are expected to uphold the standards outlined in this Policy.
- (9) During the establishment of DLI, all policy, procedures and supporting processes will be regularly reviewed. In the establishment phase, defined as the first two years from when students commence DLI programs, any issues arising from the implementation of current policy, procedure or process will be referred to a jointly-convened Policy and Procedure Review Panel (PPRP). The PPRP will comprise designated academic and professional service representatives from the University Partners and the Office of the Rector. The PPRP will recommend an outcome best aligned with relevant principles and the best interests of any student(s) concerned, and will advise DLI on the future development of policy, procedure and supporting processes. During the establishment phase, the PPRP may make recommendations to vary any given policy only with endorsement from relevant University Partner governance processes. All policy and procedure will be subject to a full review at the end of the two-year establishment phase.

Section 4 - Policy

What is Sexual Harm?

- (10) DLI defines sexual harm as any unwanted behaviour of a sexual nature, including sexual assault (including rape), any other unwanted or attempted unwanted behaviour of a sexual nature which is a crime in Indonesia, sexual harassment, and any behaviour of a sexual nature that may constitute student or staff misconduct.

- (11) DLI defines sexual misconduct as behaviour of a sexual nature, by a member of the DLI community (in their capacity as a student, staff member or associate), that causes or is likely to cause harm to other members of DLI, and/or is considered a breach of staff or student codes of conduct. This includes the behaviours noted at Clause 10. Further examples of behaviours and actions that constitute sexual misconduct are in section 6 of this Policy.

Prevention and Proactive Action

- (12) DLI is committed to providing a learning, work, and social environment that is free from sexual misconduct.
- (13) DLI does not tolerate behaviour that constitutes sexual misconduct and considers such behaviours in breach of the Student Code of Conduct (DLI) and/or the Staff Code of Conduct (DLI).
- (14) DLI aims to prevent sexual misconduct by:
- a. Establishing a Sexual Violence Task Unit to oversee sexual violence prevention and handling at DLI
 - b. Providing regular education, training, and communication.
 - c. Setting clear and uncompromising standards of behaviour and strengthening our culture to be inclusive, safe, and respectful.
 - d. Taking disciplinary action, in accordance with relevant policies and procedures, against anyone found to have engaged in sexual misconduct in their capacity as a DLI student, staff member or associate towards members of the DLI community.
 - e. Supporting students, staff, volunteers and associates to disclose and provide information regarding any incident of sexual harm or misconduct.
 - f. Promoting and encouraging active bystander intervention.
 - g. Informing and empowering students, staff, and associates to respond compassionately and effectively to any information they receive in relation to sexual harm and misconduct.
 - h. Ensuring education, training, and resources meet the needs of the diverse DLI community and are tailored where required to higher-risk cohorts.
 - i. Partnering and collaborating with external agencies.
 - j. Implementing precautionary measures when required.
 - k. DLI provides training on the prevention of, and response to, sexual harm and misconduct for students and staff. This includes targeted training for staff with honours or higher degree by research supervisory responsibilities and for staff who are student-facing and/or are likely to receive disclosures of sexual misconduct.

Accountability and Responsibility

- (15) All students, staff, volunteers, and associates have a responsibility to:
- a. Foster a study, work, and social environment free from sexual misconduct, where all members of the DLI community are treated with dignity, courtesy, and respect.
 - b. Complete all relevant compliance training modules.
 - c. Engage in bystander action when safe to do so and follow reasonable directions by DLI to reduce health and safety risks.

- d. Respond in a compassionate, empathetic, and supportive manner to any person who discloses that they have experienced, witnessed, or have information about sexual harm and to actively support the person to connect with DLI's support services, or external support services should they prefer.
- (16) DLI's Sexual Violence Task Unit will have responsibilities to manage Sexual Violence Prevention and Handling activities at DLI, supported by the Academic Manager (studentsupport@dlu.ic.id).

Responding to Sexual Harm and Misconduct

- (18) Students, staff, and associates can contact DLI's designated support services about an incident(s) of sexual harm or misconduct to seek support and/or to make a formal report or complaint via the Sexual Harm and Misconduct (DLI) procedure.
- (19) DLI's support services will respond and provide advice and support to students, staff, and associates in relation to any matter involving sexual harm or misconduct, regardless of whether a subsequent formal report or complaint is made. DLI's support services will also provide support to students and staff who have been accused of sexual misconduct by another member of the DLI community.
- (20) Students, staff, and associates can provide information to DLI's support services about an incident(s) of sexual harm (or other behaviours of concern) anonymously and can choose not to identify the other person/people involved. DLI's ability to respond may be impacted if the information provided is incomplete.
- (21) DLI's support services will respond to any information provided by an individual(s) relating to sexual harm or misconduct by:
- a. Focusing on their needs and supporting them to make informed decisions.
 - b. Taking a compassionate, empathetic, and supportive approach which, where possible, avoids further distress or trauma.
 - c. Coordinating all internal DLI supports and assisting engagement with external specialist support and response services (where requested).
 - d. Undertaking other actions in accordance with the Sexual Harm and Misconduct Response Procedure(s) (where requested).
- (22) Where a formal report or complaint is made:
- a. and a student is the respondent, DLI will respond in line with the Sexual Harm and Misconduct Response (DLI) Procedure.
 - b. by a student and a staff member is the respondent, DLI will respond in line with the Sexual Harm and Misconduct Response (DLI) Procedure.
 - c. by a staff member and a staff member is the respondent, DLI will respond in accordance with the Staff Complaints and Staff Disciplinary Procedure (DLI).
 - d. disciplinary action may include exclusion or dismissal.
- (23) DLI acknowledges that sexual misconduct may also be a criminal offence and will cooperate with the Indonesian Police if a report is made, pausing internal investigation processes if required during an official investigation.

Victimisation

- (24) A person must not victimise or otherwise subject another person to detrimental action as a consequence of that person raising, providing information about, or otherwise being involved in the case of an individual who has experienced sexual misconduct. DLI's Complaints Procedures (Student Complaints Resolution (DLI) procedure and Staff Complaints Discrimination, Harassment, Victimisation and Vilification (DLI) procedure) provide processes for responding to allegations of victimisation.

Privacy, Confidentiality and Record keeping

- (25) DLI will collate and maintain disclosures, reports or complaints about sexual harm and misconduct in a confidential register. All information will be collected, stored and accessed in accordance with DLI Privacy policy and Information and Records Management policy.
- (26) DLI will use information about instances of sexual harm and misconduct on a de-identified basis to identify trends and develop targeted responses to sexual harm and misconduct in the DLI community.

Section 5 - Procedure

- (27) The following procedures document how to comply with this Policy:
- a. The Sexual Harm & Misconduct Response (DLI) Procedure documents how DLI will respond to information provided in accordance with this Policy.

Section 6 - Definitions

- (28) For the purpose of this Policy:
- a. **Associate:** Contractors, consultants, volunteers, visiting appointees, and visitors to DLI.
 - b. **Unwanted Behaviour of a Sexual Nature which is a Crime in Indonesia:** As defined by Law No. 12 of 2022 concerning the Crime of Sexual Violence and relevant sections of the Indonesian Penal Code (KUHP). This includes but is not limited to sexual assault, sexual harassment, sexual exploitation, and any other forms of sexual violence defined under Indonesian law.
 - c. **Child:** A person who is under the age of 18 years, as per Law No. 23 of 2002 on Child Protection.
 - d. **Consent:** As defined under Law No. 12 of 2022, consent is a voluntary, clear, and ongoing agreement to engage in sexual activity. Circumstances where a person does not consent include, but are not limited to:
 - i. Submission due to force or threat of force, whether to themselves or others.
 - ii. Submission due to fear of harm, including psychological, physical, or economic harm.
 - iii. When the person is asleep, unconscious, or incapacitated due to alcohol, drugs, or other substances.
 - iv. When the person is deceived about the nature or purpose of the act.
 - v. When the person does not express clear and voluntary agreement.
 - vi. When the person initially consents but later withdraws consent.

- e. **Higher Risk Cohorts:** Includes individuals at higher risk of experiencing sexual harm or misconduct (or facing barriers to reporting) due to factors such as residing in communal settings (e.g., dormitories or student housing), participation in university-organized trips, or discrimination based on attributes such as gender identity, disability, or socio-economic background.
- f. **Precautionary Measures:** Measures imposed to protect the wellbeing and safety of individuals involved in any reported case of sexual misconduct or members of the DLI community. These may include no-contact directives, temporary suspensions, or adjustments to academic and work arrangements.
- g. **Rape (Perkosaan):** As defined in Law No. 12 of 2022 and the Indonesian Penal Code (KUHP), rape is the act of intentionally and unlawfully forcing sexual intercourse on another person without their consent.
- h. **Report or Complaint:** A formal request for DLI to investigate and take action concerning a reported incident of sexual misconduct. This may include disciplinary action, mediation, or other institutional responses in accordance with DLI's procedures.
- i. **Support Services:** Internal university services dedicated to providing guidance, assistance, and resources to students, staff, or associates who disclose an experience of sexual harm or misconduct. This includes access to counselling, medical referrals, support to make a report to DLI or Police, and legal aid.
- j. **Sexual Assault:** As defined in Law No. 12 of 2022, sexual assault refers to any unwanted sexual contact, including but not limited to inappropriate touching, coercion, or forced sexual acts that occur without the explicit and voluntary consent of the victim.
- k. **Sexual Harassment:** As defined in Law No. 12 of 2022, sexual harassment includes unwelcome physical, verbal, or non-verbal conduct of a sexual nature that creates an intimidating, hostile, or humiliating environment. This includes sexual advances, requests for sexual favours, and other forms of inappropriate conduct.
- l. **Sexual Exploitation:** Taking advantage of another person sexually without their consent, often for personal gain or profit, as defined under Law No. 12 of 2022. This includes cases such as coercing someone into sexual activity in exchange for benefits or using power dynamics to engage in non-consensual sexual acts.
- m. **Sexual Violence (Kekerasan Seksual):** As per Law No. 12 of 2022, this includes any act that demeans, insults, harasses, or attacks a person's body or reproductive functions due to an imbalance of power or gender, resulting in physical or psychological harm.
- n. **Sexual Slavery:** Forcing or coercing an individual to engage in sexual acts against their will, effectively treating them as property, as defined under Law No. 12 of 2022.
- o. **Electronic-Based Sexual Violence:** Acts of sexual harassment or exploitation carried out through electronic means, such as sharing explicit content without consent or cyberstalking, as defined under Law No. 12 of 2022.
- p. **Victimisation:** when a person subjects (or threatens to subject) another person to a detriment (which includes humiliation and denigration) because that other person has made a complaint or been involved in a complaints procedure, or because the first person thinks the other person intends to make a complaint or be involved in a complaint of discrimination, sexual harassment, victimisation or vilification.

ASSOCIATED DOCUMENTS

(29) Associated documents are available on the [DLI Policy page](#).

POLICY DETAIL	
Name of policy	Sexual Harm and Misconduct - Prevention and Response (DLI) Policy
Overarching legislation	N/A
Approved by	Yayasan Governing Board
Approval date	27 th November 2025
Date of effect	1st December 2025
Version	V1.0
Date of review	1st December 2026
DLI Approval	Joint Management Committee 25 th November 2025
Deakin University Approval	Vice-Chancellor 19 th November 2025
Lancaster University Approval	Professor Alisdair Gillespie (Academic Dean, Chair of Policy Subgroup of senate and delegated authority via SEC Chair) 19 th November 2025
Responsible Executive	Rector
Implementation Officer	COO
Policy/procedure superseded	N/A
Associated documents	Sexual Harm and Misconduct (DLI) Procedure
Summary	<p>This Policy sets out DLI’s commitment to providing a learning and working environment that is safe, respectful, and free from sexual misconduct.</p> <p>This Policy outlines the principles for preventing sexual misconduct and responding to incidents of sexual harm, ensuring support for those affected.</p> <p>The Policy fosters a culture of respect and accountability at the DLI Bandung campus, consistent with the standards of our partner universities while meeting local needs.</p>
Key words for online searching	Child, consent, rape, Victimisation and Sexual Exploitation
Category	Administrative
Target audience	Students, staff, associates