

2025 Annual SASH Report

This report outlines the actions AAPoly has undertaken throughout 2025 to prevent and respond to Sexual Assault and Sexual Harassment (SASH). A series of measures were implemented to respond to the recommendations of the Australian Human Rights Commission *Change the Course* Report. AAPoly is now positioned to pivot its activities to align with the Gender-based Violence framework of the National Code.

Key Achievements of 2025

In addition to the implementation of AAPoly's SASH Action Plan for June 2024 – July 2025, the following key outcomes were achieved in 2025:

- **Governance:** Broadening of SASH-AB membership to include representatives from all campuses and from more diverse roles and backgrounds.
- **Training and Education:** Development and delivery of staff refresher training to support staff confidence in responding to disclosures, and refinement to disclosure management in onboarding training provisions.
- **Awareness:** Greater involvement of lecturers in promoting awareness of SASH, including the use of a counsellor-developed video played in classes on respectful relationships, and lecturer-guided navigation of SASH resources available in the LMS to ensure student awareness of internal and external support services and avenues for reporting. Awareness and knowledge were further extended beyond the classroom through the distribution of pamphlets, enabling students to acquire clear, accessible information about SASH, available supports, and options for seeking help.
- **Policy and Procedure:** Clarification of First Responder roles and responsibilities arising from policy and procedure reviews, supported by a procedural flowchart, classroom QR codes linking to First Responder steps, and enhanced training materials.
- **Monitoring and Reporting:** Strengthened mechanisms for identifying risks in AAPoly's response processes through post-incident reviews and the incorporation of lessons learned for procedure revisions.

Evidence of Compliance with the '*Change the Course*' Recommendations

- The implementation of AAPoly's [Jul 2024 - Jun 2025 SASH Action Plan](#).
- Student and Staff Training Completion Records (LMS Records)
- Semester Student and Staff Training and Awareness Reports ([2024-2025 Summer Semester](#); [2025 Semester 1](#); [2025 Semester 2](#))
- SASH-AB meeting minutes

Challenges

Some challenges remain, including:

- **Assurance of SASH Awareness:** In 2025, a significant number of students received orientation and SASH information outside the main cycle and first week of class. It is evident that a reinforcement of key messages, such as expected behaviour, available supports, and reporting pathways, needs to be consistently attended to over the first three weeks of class to be effectively absorbed at the critical early stage of students' study.
- **Under-reporting:** Reporting rates remain consistently low¹ in 2025, which suggests there may be barriers to disclosure or systemic inequities that we have yet to identify and address.
- **Student Engagement:** Achieving sustained student engagement in prevention initiatives remains an ongoing focus, particularly in identifying approaches that resonate with diverse student cohorts and encouraging active participation.
- **Disseminating information and resources without over-saturation:** Ensuring consistent and ongoing visibility of SASH information and resources across multiple platforms and touchpoints, while remaining sensitive to the volume and frequency of SASH-related messaging, continues to require careful balance. Some students have expressed messaging fatigue, and SASH visibility has at times been misinterpreted as incident-driven rather than preventative.
Ensuring staff are adequately prepared to support the dissemination of SASH information, reinforce expected standards of behaviour and cultural change, and respond as First Responders requires considerable effort and a considered approach to minimise staff overwhelm.
- **Balancing prevention messaging with academic delivery:** Integrating SASH prevention messaging into academic contexts in a way that supports, rather than disrupts, core teaching and learning activities remains an ongoing area of refinement.

Recommendations

1. Conduct an assessment and develop an action plan to address the following areas:
 - i. Barriers to the establishment of SASH awareness across differing enrolment and orientation timeframes
 - ii. Barriers to, and systemic inequities impacting, Gender-based Violence reporting
 - iii. Barriers to student involvement in co-designing and engaging with initiatives
 - iv. Barriers to effective dissemination of Gender-based Violence messaging, education, and resources, including the risk of information over-saturation and staff capacity and overwhelm
 - v. Barriers to the effective integration of Gender-based Violence content into academic delivery, including staff capability, confidence, and feedback mechanisms.
2. Implement action plan from Semester 1, 2026 of the Higher Education Calendar.
3. Evaluate action plan to inform continuous improvement throughout 2026.

Kathleen Doyle, SASH Advocate, with SASH-AB input and endorsement
5 February 2026

¹ Evaluated in reference to INVEST survey findings on sexual violence and intimate partner violence among women international students. Find the report on this webpage:
<https://www.restorecentre.org.au/resources/practical-guide-international-students>

SASH Disclosures & Reports at AAPoly- 2025

The table below shows SASH reports and disclosures at Academies Australasia Polytechnic (AAPoly) received by AAPoly's Student Counsellors between 2020 – 2025.

Cases Reported in 2025

Issue	Number of cases	On campus	Off campus	Report to Police	Investigated by AAPoly	Penalties Applied by AAPoly
SH	2	2 *	0	0	0	0
SA	2	0	2	2	0	0

- Students involved have chosen not to pursue a formal complaint

Cases Reported in 2024

Issue	Cases	On campus	Off campus	Report to Police	Investigated by AAPoly	Penalties Applied by AAPoly
SH	0	0	0	0	0	0
SA	0	0	0	0	0	0

Cases Reported in 2023

Issue	Number of cases	On campus	Off campus	Report to Police	Investigated by AAPoly	Penalties Applied by AAPoly
SH	0	0	0	0	0	0
SA	5	0	5	0	0	0

Cases Reported in 2022

Issue	Cases	On campus	Off campus	Report to Police	Investigated by AAPoly	Penalties Applied by AAPoly
SH	1	0	1	1	0	0
SA	1	0	1	0	0	0

Cases Reported in 2021

Issue	Cases	On campus	Off campus	Report to Police	Investigated by AAPoly	Penalties Applied by AAPoly
SH	0	0	0	0	0	0
SA	0	0	0	0	0	0

Cases Reported in 2020

Issue	Cases	On campus	Off campus	Report to Police	Investigated by AAPoly	Penalties Applied by AAPoly
SH	1	1	0	0	1	1*
SA	0	0	0	0	0	0

*Punitive action taken against staff member involving dismissal

Angela Rivera, AAPoly Student Counsellor

23 January 2026