



## **Commitment Statement on the Prevention and Response to Sexual Harm**

Sydney Missionary and Bible College (SMBC) is committed to fostering a community that is based on mutual respect, safety, courtesy, co-operation and consideration for all people. We believe that all people are equal, created in the image of God, and deserve to be treated respectfully in every relationship. We are therefore committed to the prevention of and response to all forms of gender-based violence and sexual harm, including sexual harassment and sexual assault.

We acknowledge with great sadness the prevalence of sexual harm and its enduring impact on those who have experienced it, including some members of our own community. The college has benefitted greatly from the generous and courageous sharing of those who have experienced sexual harm. SMBC is committed to ongoing review and improvement of our systems and culture in the prevention of and response to sexual harm and continues to listen to and learn from those with lived experience in this area.

SMBC staff who hold responsibilities in this area are committed to applying a trauma-informed and person-centred approach when responding to and working with people who disclose, or report experiences of sexual harm. We will assist any member of our college community who discloses an incident of sexual assault or sexual harassment to access appropriate specialist support. Our staff are committed to pursuing and maintaining the necessary skills, education, and training to fulfill their roles.

In responding to any incidents reported to the college, SMBC follows the Australian College of Theology Sexual Assault and Sexual Harassment (SASH) Policy and Procedure. A response may include formal proceedings, which may result in disciplinary action for perpetrators of sexual assault or sexual harassment. Those making a disclosure will be supported to notify police if they choose to do so. More information on this policy and procedure is available at <https://www.actheology.edu.au/sash-and-dfv-services/report-sash/>

SMBC seeks to provide clear access to information, supports, and reporting pathways for anyone within the college community who has experienced sexual harm. SMBC community members are encouraged to notify the College about any concerns or incidents of sexual harm and threatening or concerning behaviour. To raise a concern or to inform the College about an incident/s please contact [conductconcerns@smbc.edu.au](mailto:conductconcerns@smbc.edu.au) or [SASH@smbc.edu.au](mailto:SASH@smbc.edu.au). Additional support can also be accessed by calling 1800 RESPECT (1800 737 732) or Lifeline (13 11 14).