



## Making a Formal Report

### Who is this guide for?

This guide provides information about the formal report to College process for breaches of the College Policy. It covers both staff and students.

You might

- Be seeking further information
- Be considering making a formal report
- Have made a report
- Have had a report made concerning you

### What is a formal report?

A formal report is a request to College by a College member to formally investigate a potential breach of the Respectful Relationships Policy or Code of Conduct.

The investigation seeks to ensure fairness and transparency, whilst maintaining confidentiality, privacy and safety for all involved

### Who can make a formal report?

Any College member (staff or student) who believes that the Respectful Relationships policy or code of conduct has been breached can make a formal report to College.

### How do you make a formal report?

If you wish to make a formal report, you need to approach one of the following College Members

- Principal
- Vice Principal
- Respectful Relationships Officer

Making a formal report will trigger a formal investigation by College.

### What are some of the possible outcomes?

- No further action
- Pay a fine
- Be banned from events
- Suspension
- Expulsion/dismissal
- performance management
- further training and support

## What happens when a formal report is made?

- The Principal acts on any safety risks
- The Principal appoints an investigator
- The Principal will take no further action until the investigation is completed
- The responding party is informed that a formal report has been made concerning them
- A safe and private interview space is chosen (on or off site)
- The reporting party is interviewed first (if possible)
- All other involved parties and witnesses are interviewed individually by the investigator
- The investigator will make written notes during the interview
- Copies/screenshots of any communication relating to the incident may be requested
- Individuals may be interviewed more than once
- The investigator writes a report with recommendations for the Principal
- The Principal makes a formal report to Council
- The responding party may make a written submission to the Council
- The Council deliberates on advice from the Principal.
- The outcome is reported to the reporting and responding parties and the College community if needed

## Who will be the investigator?

The Principal will appoint one of the Respectful Relationships Officers

- Vice Principal
- Director of Operations
- Director of Advancement
- Chaplain
- Senior Tutor

Or an external investigator

## What will the investigator do?

The investigator will write a formal report with report findings. The report will

- Detail the incident/s
- Find whether the incident/s occurred or credibly could have occurred
- Make recommendations

## Will College contact the police?

No. We will not contact the police, within the bounds of safety. Any investigation by College is not a criminal investigation and is not legally binding. We will support you if you choose to make a police report.

## Will the investigation be confidential?

The investigation, any copies or screenshots of communication, the investigator's report, the formal report made to Council and the Council's decision are all confidential, within the bounds of safety. They will not be shared with anyone unless someone is at risk of harm. You are required to keep this process and any information confidential as well.

## Further information and examples of policy breaches

See the College Policies

### Other Policy Guides

Making a report

Making an informal report

Responding party guide

Reporting party guide

Supporting person guide

### Who to go to for help

For students; Respectful Relationships Officers. For staff; your manager or Respectful Relationships Officers.

Lifeline - 13 11 14

1800 Respect - 1800 737 732

Reach Out - 8029 7777