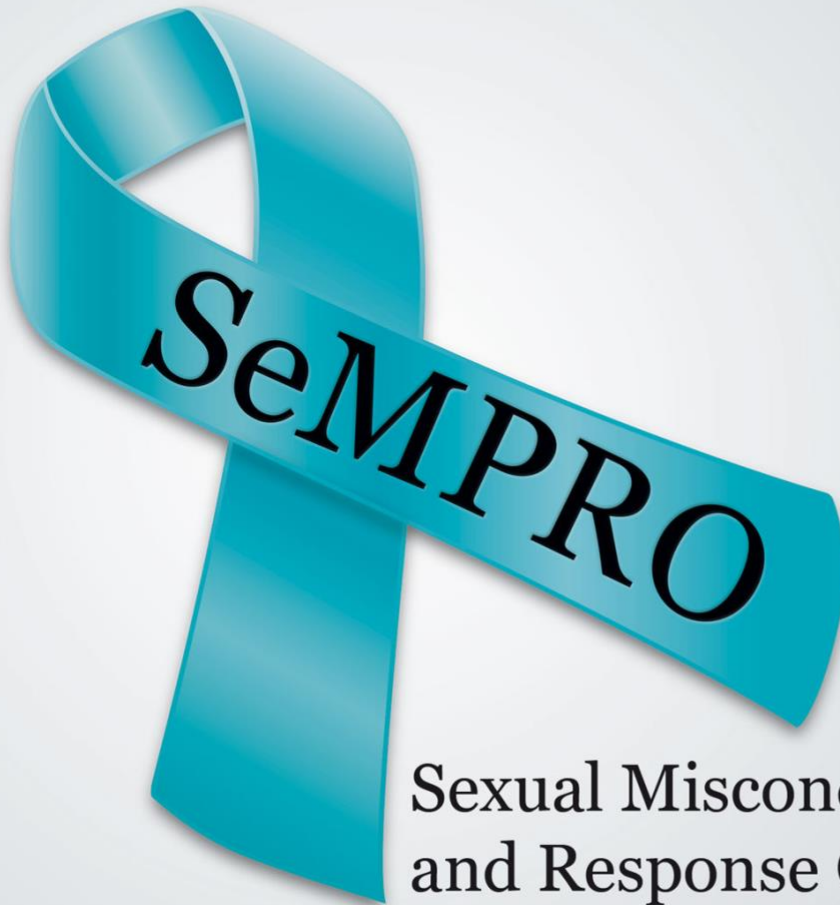




Australian Government
Department of Defence



**Sexual Misconduct Prevention
and Response Office**

Annual Report 2020–21



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¹ <https://www.legislation.gov.au/Series/C1968A00063>

² <https://www.legislation.gov.au/Details/C2021C00127>

³ <https://www.legislation.gov.au/Series/C2004A03712>

⁴ <http://drnet/AssociateSecretary/security/policy/Pages/dspf.aspx>

Foreword

The Sexual Misconduct Prevention and Response Office (SeMPRO) is a central part of Defence’s cultural change initiatives that promotes help seeking, prevention, and reporting of unwanted sexualised behaviours. The SeMPRO Annual Report summarises the nature of key services provided to Defence personnel in 2020–21.

Sexual misconduct incidents are unwelcome and unwanted sexualised behaviours and sexual offences. These behaviours are contrary to Defence and community values. Defence personnel must respond promptly and sensitively to reported sexual misconduct incidents to ensure a safe working environment and to uphold Defence and Australian community values.

SeMPRO offers confidential support services to personnel directly impacted by sexual misconduct; assists commanders, managers, and others, to respond to incidents promptly and sensitively; debriefs personnel working in sensitive areas, and develops and delivers education products on sexual misconduct prevention and management. 1800 SeMPRO is a Defence-provided service available to all Defence personnel, their commanders, managers, colleagues, friends and families who form the circles of people impacted by sexual misconduct.

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Our review of the year 2020–2021

SeMPRO has continued to consistently provide services to improve the wellbeing of people impacted by sexual misconduct incidents in 2020–21. The 2020–21 financial year saw continued uncertainty due to the impacts of COVID-19. SeMPRO, like other support services across Australia, has responded to an increase in client demand in 2020–21 from those directly impacted by sexual misconduct and those who respond to, manage, and informally support those people. SeMPRO's education team established a virtual delivery capability in 2019–20 that continued to prove crucial for service continuity in 2020–21. Key achievements include:

- Expansion of the suite of sexual misconduct education products to provide participants with information tailored for specific scenarios to which they may need to respond. Specifically, this has seen:
 - increased tailoring of the command / management focused workshop – the incident management and wellbeing workshop stream, which is tailored for each Service, now also includes a package for joint / complex workforces including civilian personnel, and
 - the creation of a peer / junior leader focused workshop – the incident response and wellbeing workshop has been designed for members who, by virtue of their rank or role, may be likely to receive a disclosure but not directly manage an incident.
- Using business process mapping software to create an interactive tool capturing the Defence framework for managing sexual misconduct in order to maximise information accessibility. It provides commanders and managers an end-to-end understanding of incident management and response mechanisms, makes accessing information on services, and the processes that will arise from reporting, as easy as possible for complainants, and ensures respondents have visibility of the process steps and the services available to assist them.
- Assisting other Australian Government agencies to refine their strategies for responding to sexual misconduct in the workplace.

Our approach

SeMPRO education products and client services are designed and delivered using trauma-informed and person-centric approaches.

Trauma is the response a person may have to a distressing event that threatens their safety, or the safety of other people, such as being subjected to sexual misconduct⁵. Trauma can have physical and emotional impacts on daily life and in the workplace. Using trauma-informed approaches in design and delivery means presuming that trauma can exist in any group, being aware of the impacts of trauma on individuals and communities, recognising the signs of trauma, and acting to minimise re-traumatisation.

Person-centric approaches to service delivery complement trauma-informed design. Person-centric service delivery places the needs, wishes, and particular circumstances of the individual at the centre of the service. Defence applies a person-centred approach when responding to people impacted by sexual misconduct, and in reporting and incident management procedures, to minimise the impacts that trauma can have on personnel.

Applying Trauma informed approach to client response service

SeMPRO applies the following five trauma-informed principles to its client service delivery:

- **Safety** – Creating safety with clients means working with them to generate their own strategies to promote their physical and emotional safety in the present and into the future; to identify safety behaviours; and to establish protective behaviours.
- **Trust** – Trust is created by respecting the client’s confidentiality and privacy; by being transparent about the role undertaken by the practitioner; by following through on commitments made; and by building understanding of the systems with which the client will interact.
- **Choice** – Maximising the client’s choices is achieved by providing all possible options available on small details as well as large decisions.
- **Collaboration** – Collaboration with clients means seeking their input to achieve their desired outcomes and identifying avenues for the next steps to take.
- **Empowerment** – Giving authority to the impacted person to genuinely guide their own path is empowering. Clients are provided as much help as possible to assist them to gain ownership of their decision making while acknowledging that control in some processes sometimes cannot be complete.

⁵ American Psychiatric Association 2013. Diagnostic and Statistical Manual of Mental Disorders (5th Edition). Arlington, VA: American Psychiatric Association.

Our clients

SeMPRO services are available to all Defence personnel. This includes any current or ex-serving Australian Defence Force (ADF) member, Defence Australian Public Service (APS) employee, Defence contractor, ADF Cadet, Instructors and Officers of Cadets, as well as their commanders, managers, supervisors, colleagues, friends and families. SeMPRO clients' needs are diverse. The service has evolved to respond to three groups of clients in the Defence community.

1. **Support clients** are those who are directly impacted by sexual misconduct in Defence. Support clients access a range of services matched to their specific needs such as therapeutic interventions to promote their wellbeing, to build resilience, and develop self-management skills. The Client Services team assists Support clients to navigate health, mental health, and incident response systems, including providing referrals to other services.
2. **Advice clients** are the commanders, managers, supervisors, colleagues, family, and friends, who receive assistance to manage or respond to sexual misconduct reports and disclosures. The Client Services team helps those around a directly impacted person to respond using good practise approaches. Advice clients, particularly those in the impacted person's chain of command, can access strategies for applying Defence's policies to increase the welfare of all personnel and to achieve the best outcomes for Defence's capability.
3. **Debriefing clients** are the people who seek debriefing and mental health services but are not directly impacted by a sexual misconduct incident. Debriefing clients can be people who are exposed to sensitive material at work; personnel impacted by managing incidents; or friends, family members, and colleagues of people impacted by sexual misconduct. Debriefing aims to prevent potential psychological injuries that might arise from indirect exposure to trauma and to maintain clients' emotional capacity to continue to aid others.

The SeMPRO Client Services team assisted more new clients in 2020–21 than in any previous year.

Table 1: New clients from 2013–2021 by client type

Financial year	Support clients	Advice clients	Debriefing clients	Total
2013–14	93	70	12	175
2014–15	118	147	10	275
2015–16	83	131	19	233
2016–17	135	223	26	384
2017–18	130	253	22	405
2018–19	109	266	27	402
2019–20	125	235	8	368
2020–21	159	275	12	446
Total	952	1,600	136	2,688

The data in Table 1 show that 446 new clients made contact with the service in 2020–21 and that the increased client demand was across both Support clients and Advice clients. The increase in

demand for client services was not matched in size by an increase in sexual assaults reported to Defence in 2020–21⁶.

The increased demand seen in SeMPRO Client services has taken place alongside reported increases in demand from other mental health services in 2020–21⁷ and in psychological distress from the 2019 bushfires flowing into the COVID-19 pandemic⁸. This coupled with the considerable media attention on the experiences of Australian women in the workplace, could be likely drivers for additional client contact in 2020–21. The data in Table 1 also shows that the number of clients proactively seeking advice on how to respond to or manage sexual misconduct has increased over time.

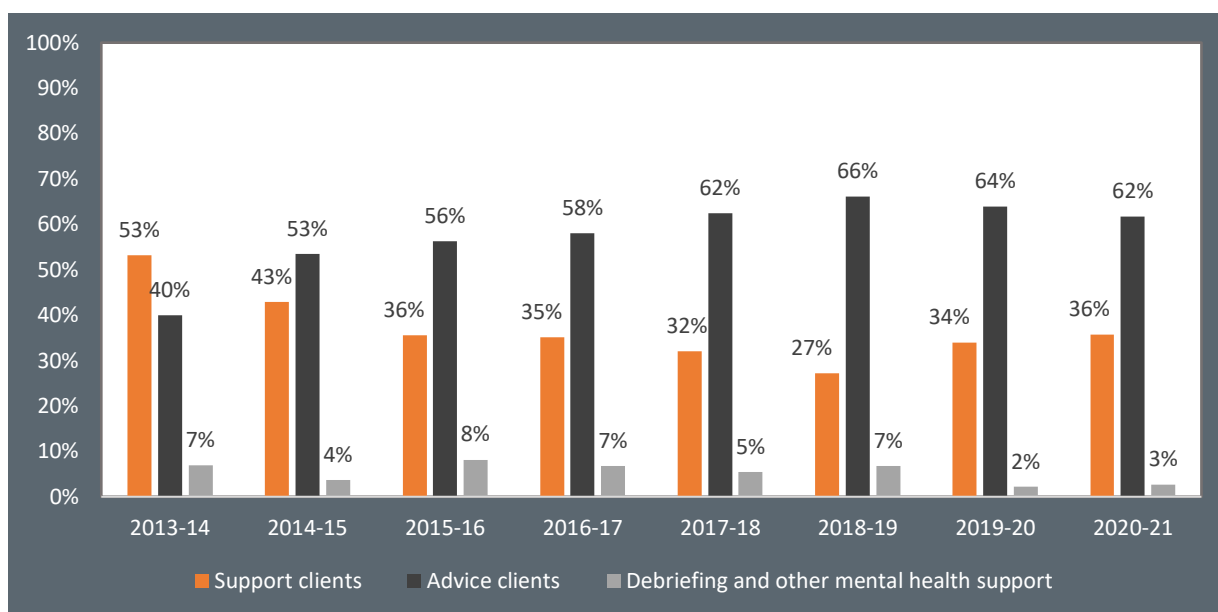


Figure 1: New clients from 2013–2021 by client type

Figure 1 indicates the proportion of Support clients and Advice clients each year remained similar between 2016–17 and 2020–21.

⁶ 2021. Department of Defence. Annual Report 20–21. <https://www1.defence.gov.au/about/publications/defence-annual-reports>

⁷ 2021. Australian Institute of Health and Welfare. Mental health services in Australia. <https://www.aihw.gov.au/reports/mental-health-services/mental-health-services-in-australia/report-contents/mental-health-impact-of-covid-19>

⁸ 2021. Arjmand H-A, Seabrook E, Bakker D, & Rickard N. Mental health consequences of adversity in Australia: National Bushfires associated with increased depressive symptoms while COVID-19 pandemic associated with increased anxiety. *Frontiers in Psychology*. <https://doi.org/10.3389/fpsyg.2021.635158>

Client type one – support clients

Assistance to people directly impacted by sexual misconduct

SeMPRO's Client Services team was established to provide mental health assistance to personnel directly impacted by sexual misconduct. The team has assisted 952 Support clients since 2013. The primary objective of the service is to reduce harm from sexual misconduct and to improve the wellbeing of those subjected to it. Clients make contact with the service after being subjected to a range of unwanted sexualised behaviours and sexual offences. The most common incidents are sexual assaults.

Support clients can access a variety of services that include crisis responses for those in immediate distress; therapeutic interventions to enhance wellbeing and to increase resilience; and advice on system navigation, service coordination, and referrals to access healthcare, mental health, and incident reporting and investigation options if the client wishes. The services are delivered using a dual client model, where the person and Defence are simultaneously clients. The team progresses the client's best interests within Defence rather than representing the client against the organisation.

When people seek support

The needs of Support clients differ with their personal circumstances, the incident circumstances, and often also the time period between being subjected to a sexual misconduct incident and making contact with the SeMPRO Client Services Team. Clients who have recently been subjected to sexual misconduct are more likely to need crisis and medical interventions and often seek assistance with system navigation and referrals for their next steps. Policing, legal, and other government-provided services for sexual offences operate under legal frameworks that vary across Australian states and territories with different regulations, funding arrangements, and eligibility requirements. The Client Services Team guide clients to identify, navigate, and access relevant services in their local area. Clients who seek SeMPRO assistance for an incident that took place quite some time ago often present with different needs such as seeking administrative process information after making a complaint.

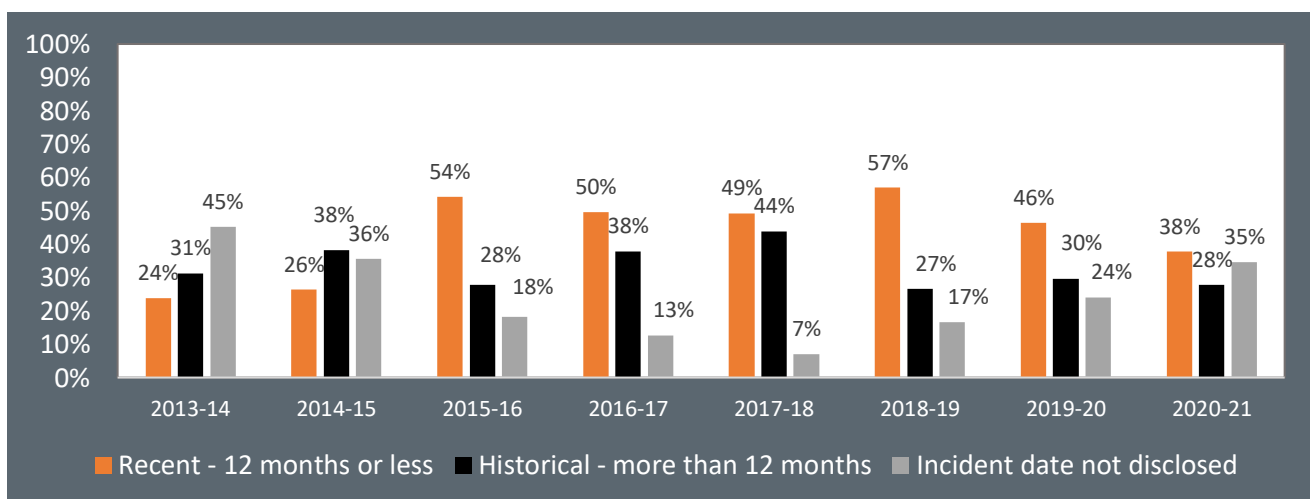


Figure 2: Support clients – recent and historical incidents 2013–2021

Figure 2 shows that one third of all Support clients, between 2013–14 and 2020–21, disclosed being impacted by a sexual misconduct incident more than 12 months before contacting SeMPRO and 43 per cent disclosed by impacted within the last year. It also illustrates the proportions of Support clients who made contact with SeMPRO within 12 months of being impacted by sexual misconduct varied across years.

Less than 40 per cent of Support clients (n=60; 38 per cent) sought assistance with a recent sexual misconduct incident in 2020–21. The change in 2020–21 came from more clients requesting help with an incident that took place more than 12 months ago (n=44; 28 per cent), and more clients who did not disclose an incident date (n=55; 35 per cent), not with a decrease in client contact from recent victims.

SeMPRO commenced tracking the specific time between an incident and contact with the Client Services team in 2016–17 to better understand the demand for services. A steady small volume of clients from 2016–2021 contacted SeMPRO within a week of being subjected to a sexual misconduct incident. Clients who sought help with a recent incident predominantly did so after a month. As shown in Figure 3, Support clients in 2020–21 also reflected this same service use pattern.

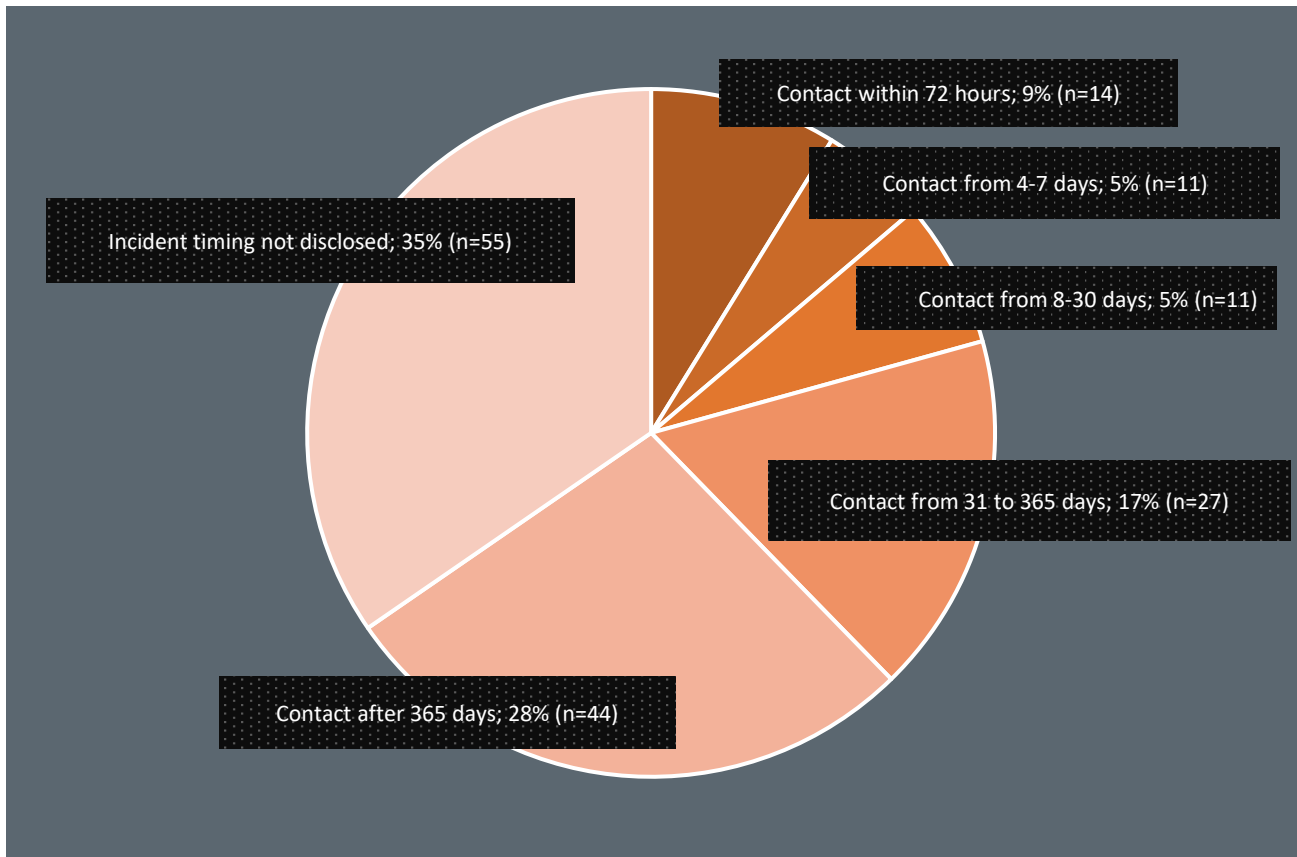


Figure 3: Support clients – time frame for seeking SeMPRO help 2020–2021

Gender

SeMPRO Client Response services are available to people of all genders across the Defence community who have been impacted by sexual misconduct⁹. However, these services have been more heavily used by women than by men. More than three quarters of all Support clients between 2013–2014 and 2020–21 have been women (n=715; 76 per cent). Figure 4 shows that women comprised more than 80 per cent of Support clients from 2017–18 onwards.

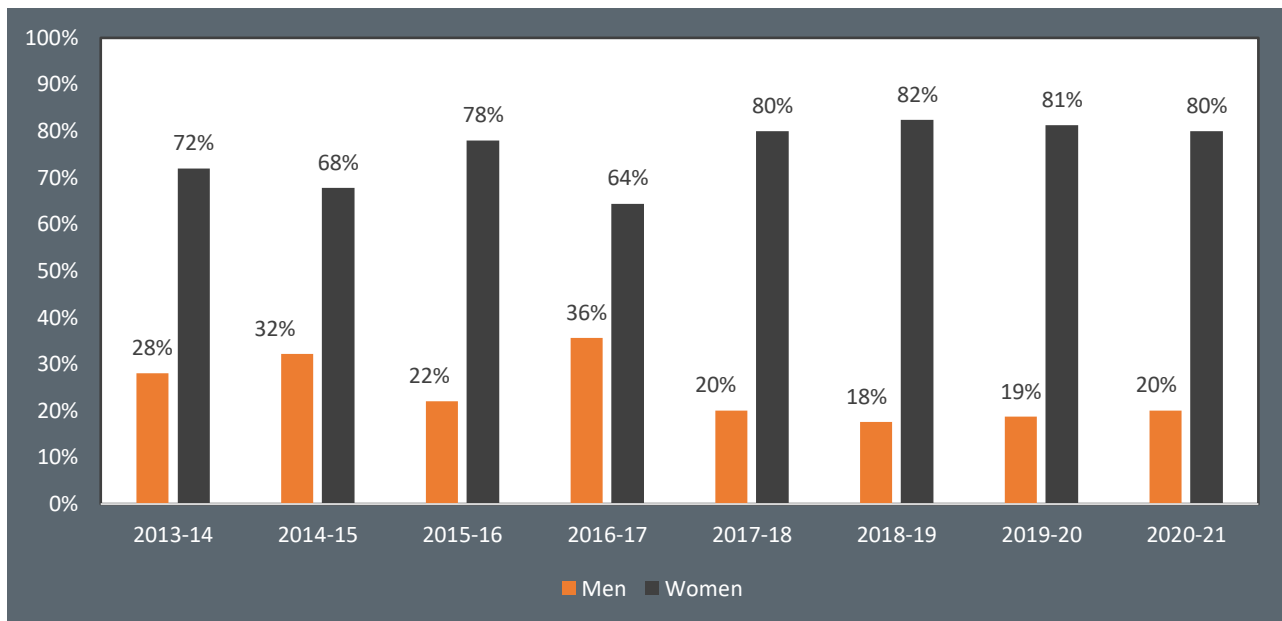


Figure 4: Support clients by gender 2013–2021

More men used SeMPRO Client Response services in some years than might be expected based on the gender differences in reported¹⁰ or self-reported¹¹ sexual offences. Service use by men from 2017–18 to 2020–21 was approximately consistent with representation of men in self-reported and reported victims of sexual assaults in Australia.

Male and female Support clients used SeMPRO services differently. Men who received support services were more likely than women to make initial contact more than 12 months after an incident occurred. Almost 50 per cent of female Support clients between 2013–14 and 2020–21 requested assistance with a recent incident whereas that figure was 25 per cent for men.

⁹ Clients are able to identify themselves as gender diverse or not provide a gender as they wish. No clients have done so. The client data in this section refers to men and women only as no clients have identified themselves as gender diverse. The data presenting information by gender omits 8 clients where a gender was not recorded.

¹⁰ Australian Bureau of Statistics (ABS) 2021. Recorded Crime – Victims. ABS cat. No. 4510.0. Canberra: ABS. <https://www.abs.gov.au/statistics/people/crime-and-justice/recorded-crime-victims/latest-release>. Eighty four per cent of the victims of sexual assaults reported to police in 2020 were women.

¹¹ Australian Bureau of Statistics (ABS) 2021. Crime Victimization, Australia, 2019–20. ABS cat. No. 4530.0. Canberra: ABS. Crime Victimization, 2019–20 indicates women were the impacted person in 78 per cent of the self-reported sexual assaults in the 12 months prior to completing the survey.

Ensuring SeMPRO Client Services are accessible to anyone who needs assistance remains an ongoing challenge. SeMPRO Client Services have men and women in the team available to respond to clients who have a preference. SeMPRO works at diminishing additional barriers to reporting and help seeking behaviours men may face by shaping education material on incident management and response that invites audiences to think about different experiences of sexual misconduct for people of different genders and different needs.

Service

SeMPRO Client Services are available to both current and ex-serving ADF members, APS employees and Defence contractors, and to ADF Cadets and their families. Most Support clients between 2013–14 and 2020–21 were current or ex-serving ADF members (n=708; 74 per cent). Figure 5 provides the Service breakdown for all Support clients since 2013.

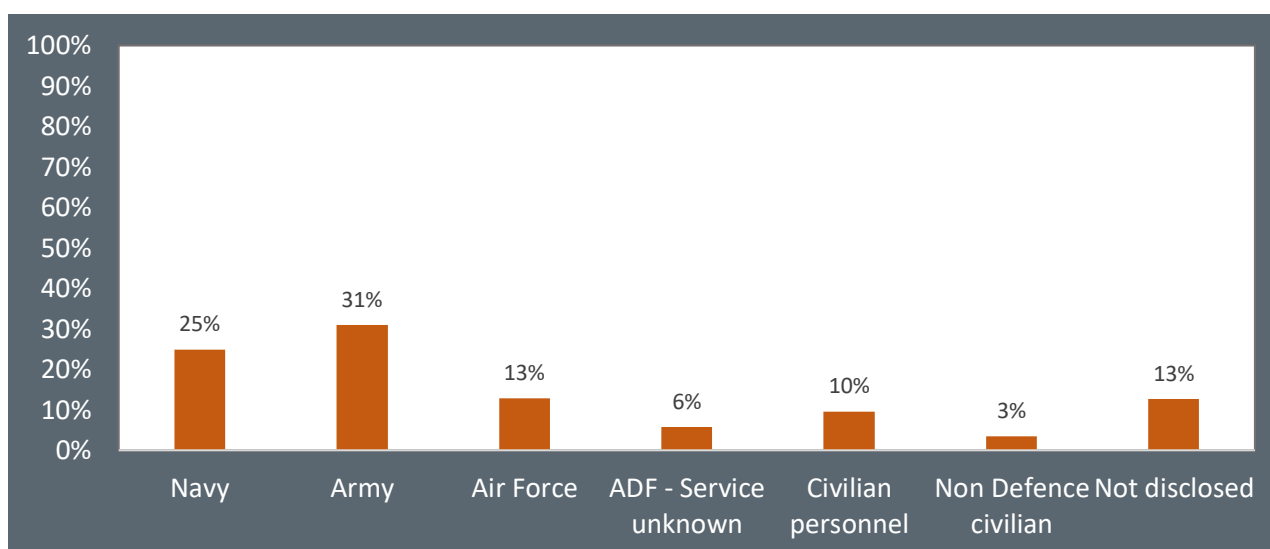


Figure 5: Support clients by Service 2013–2021

Ex-serving ADF members access SeMPRO Client Services in smaller numbers. Ex-serving personnel made up four per cent of all SeMPRO clients and 11 per cent of Support clients between 2013–14 and 2020–21. The data in Table 2 shows the Service status of all Support clients since 2013. The number of ex-serving Support clients each year has been small but steady.

Table 2: Support clients 2013–21 by Service status

Service status	Number of Support clients
Current serving	602
Ex-serving	105
Civilian	122
Unknown	123
Total	952

Client type two – advice clients

Individual advice on incident management and response

The initial response a person receives after reporting sexual misconduct can have enduring positive or negative effects. The SeMPRO advice service evolved in response to requests for assistance from commanders, managers, supervisors, colleagues, family, and friends for responding to and managing sexual misconduct incidents.

Advice clients receive detailed tailored advice to assist them to use trauma-informed and person-centric approaches with people who have disclosed or reported sexual misconduct. Working with the people around an impacted person, to help them to respond promptly and sensitively, improves wellbeing and builds work environments that encourage reporting and help seeking behaviour.

Advice clients, particularly those in the impacted person's chain of command, can access policy and system navigation; and strategies for responding to the impacted person in a way that ensures their safety, builds trust, and provides choice in complex work environments and situations.

Table 3 outlines the number of Advice clients each year between 2013–14 and 2020–21.

Table 3: New incident management advice clients 2013–14 to 2020–21

Financial year	Number of Advice clients	Percentage of all clients in financial year
2013–14	70	40%
2014–15	147	53%
2015–16	131	56%
2016–17	223	58%
2017–18	253	62%
2018–19	266	66%
2019–20	235	64%
2020–21	275	62%
Total	1,600	60%

Advice clients have comprised at least 60 per cent of all clients each year from 2017–18. SeMPRO Client Services delivered advice tailored to their individual needs. These needs fall into three sub-categories:

- General advice – Advice clients who solicited information on Defence's policy and support frameworks for managing sexual misconduct incidents without discussing the circumstances of an incident.
- Incident management – Those clients who needed advice for managing a specific reported incident, generally as a commander, manager, or supervisor.
- Support advice – Those clients who requested help to assist an impacted person without incident management responsibilities, generally as a colleague, friend, or family member.

Figure 6 indicates that close to 90 per cent of Advice clients' needs in 2020–21 were for specific incident management spanning policy frameworks, their application, and medical and mental health service provision in Defence. Clients were provided with strategies to apply person-centric and trauma-informed care approaches including exploring methods to ensure the impacted person's physical and emotional safety, to consider their wishes, and to promote feelings of control in investigation processes.

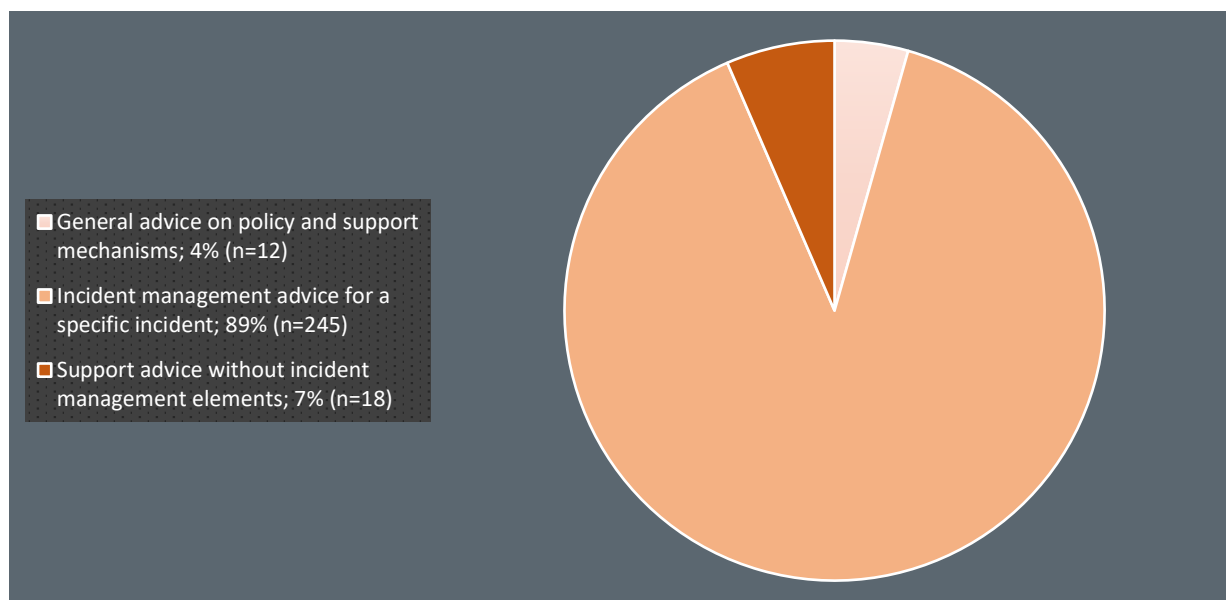


Figure 6: Types of advice provided to advice clients in 2020–21

Client type three – Debriefing clients

Mental health support to people at risk of vicarious trauma

The SeMPRO Client Response Team provides debriefing services and other mental health support to people who have not been subjected to sexual misconduct directly but are at risk of experiencing vicarious trauma. The service aims to prevent psychological injuries by lessening the likelihood of people experiencing symptoms of trauma and stress. Debriefing clients often work in incident management, reporting and investigation areas in Defence; provide professional or private support to directly impacted personnel; or are exposed to trauma in other ways. These clients are predominantly Defence personnel but also include family and friends of an impacted person with their own needs.

The SeMPRO Client Response Team guide clients to identify their own resolutions, and plans for implementing them, to make changes in their workplace, to build stress buffers, and increase resilience. Debriefing clients have comprised a small number of SeMPRO clients from 2013–14 to 2020–21 as shown in Table 4.

Table 4: SeMPRO Debriefing and other mental health clients 2013–14 to 2020–2021

Financial year	Number of Debriefing clients	Percentage of all clients in financial year
2013–14	12	9%
2014–15	10	7%
2015–16	19	14%
2016–17	26	19%
2017–18	22	16%
2018–19	27	20%
2019–20	8	6%
2020–21	12	9%
Total	136	100%

Our education

SeMPRO education products employ the trauma-informed principles used in client services in design, delivery, and content.

- **Safety** – Safety is created with language, tone, and body language. It is fostered by recognising that the content may be triggering or difficult for some audience members and incorporating mechanisms that consider their needs.
- **Trust** – Trust is built with current and accurate content; and being clear to participants about the material's objectives and content.
- **Collaboration** – Collaboration in education delivery means to involve the audience in developing their understanding by guiding participants through content instead of lecturing on it, by enabling questions, and by recognising the contributions and experiences they bring to the session.
- **Choice and empowerment** – Education on sexual misconduct topics can be confronting especially for those with personal experiences. Creating alternative paths to access information, and options for opting out of group sessions discretely, gives choices to participants and permission to exercise decision making in this area.

Education products

SeMPRO develops and delivers education products that are designed to increase positive behaviours, encourage help seeking among impacted personnel, and to improve responses to disclosures. Sexual misconduct education products are delivered in two streams.

Values education give all personnel a clear understanding of Defence's behaviour expectations, reporting options, and the available support mechanisms.

- Sexual misconduct general awareness briefings explain foundational concepts, outline Defence's behaviour expectations, and emphasise how to access assistance.
- The general awareness briefing is delivered through an online course and in person by local

personnel who have been trained by SeMPRO. The course for local presenters aims them a detailed understanding of the Defence policy framework, impacts and responses to sexual misconduct, and cultural drivers of unwanted sexualised behaviours.

The **harm minimisation** stream teaches commanders, managers, supervisors, and other personnel, principles-based approaches to responding to sexual misconduct disclosures and reports.

- Sexual misconduct incident management workshops decision makers the incident management processes for criminal and non-criminal sexual misconduct, guide participants to generate and use strategies for simultaneously promoting capability and wellbeing, and navigate the complexities of incident management in Defence's unique work environments.
- Sexual misconduct incident response and wellbeing workshops are for personnel who are not decision makers but who are likely to receive a disclosure. These cover responding to impacted personnel using trauma-informed approaches in order to preserve their wellbeing.
- Sexual misconduct incident response and management for chaplains helps to equip new Australian Defence Force chaplains to apply their pastoral skills when receiving disclosures in Defence.

Education delivery

SeMPRO commenced tracking education session deliveries in 2015. A total of 54,241 current Defence personnel have undertaken 65,031 SeMPRO courses February 2015 and 30 June 2021.

Table 5 shows the number of sessions completed across all education products by those individuals. Some personnel have completed more than one type of course, revisited a course after the three year proficiency has expired, or revisited a course annually. The Table does not capture sessions undertaken by personnel who have since moved on from Defence.

Table 5: SeMPRO education proficiencies by product 2015–2021

Education product	Sessions completed to 30 June 2021
Values	
Sexual misconduct general awareness	55,751
SeMPRO Educator Network	155
Sexual misconduct briefing for commanders	7,905
Harm minimisation	
Sexual misconduct incident response and wellbeing workshop	249
Sexual misconduct incident management workshop	790
Sexual misconduct incident response and management for chaplains	181
All SeMPRO products	65,031

Table 6 shows the number of current personnel in each Service who have completed at least one SeMPRO course since 2015.

Table 6: Personnel who have undertaken a SeMPRO course – 2015 to 30 June 2021

Service	People who completed a SeMPRO course to 30 June 2021
Navy	14,986
Army	21,309
Air Force	13,641
Defence APS	4,305
Current personnel who have completed a SeMPRO course	54,241

A total of 15,082 Defence personnel undertook SeMPRO training courses during 2020–21. Table 7 reflects an unsurprising decrease in demand for training for in-person delivery through the SeMPRO Education Network and high demand for the general awareness course online.

Table 7: SeMPRO education proficiencies by product 2020–21

Education product	Proficiencies gained in 2020–21
Values	
Sexual misconduct general awareness	14,611
SeMPRO Educator Network	2
Harm minimisation	
Sexual misconduct incident response and wellbeing workshop	249
Sexual misconduct incident management workshop	148
Sexual misconduct incident response and management for chaplains	72
All SeMPRO products	15,082

Note: the previous Sexual misconduct briefing for commanders has now been replaced by the Sexual misconduct incident management workshop.

The key changes within SeMPRO education between 2014–15 and 30 June 2021 have been:

- Establishing a harm minimisation education stream in 2019. Harm minimisation products aim to influence the behaviour of personnel around the directly impacted person to ensure good practise responses to disclosures and to reported incidents. All products in the harm minimisation stream teach participants to apply trauma-informed approaches to sexual misconduct incidents. Previous briefing-style sessions for commanders and managers were replaced with scenario-based workshops in 2019. Incident management and response education was expanded for the needs of personnel who, because of their rank or their role, were likely to receive disclosures but were not managing incidents with decision making responsibilities. The Sexual misconduct incident response and wellbeing workshop was launched in 2020–21.
- SeMPRO responded to the COVID-19 public health measures across Australia by developing a genuine virtual classroom delivery capability in 2020 that maintained the interactive and collaborative participant experience of in-person workshops. The general awareness course was

made available as an online session, in 2018–19, to complement in-person deliveries and to increase access to remote and reserve personnel. Virtual classrooms for workshop products have ensured service continuity and, as with the general awareness online course, aided access across Australia for more people and overseas for those posting or working elsewhere.

The three products with the broadest audiences between 2014–15 and 2020–21 were the Sexual misconduct general awareness course, targeted educations for commanders and managers, and incident response and wellbeing workshops.

Sexual misconduct general awareness sessions

Sexual misconduct general awareness sessions are suitable for all personnel. The briefs describe Defence's behaviour expectations, outline concepts such as consent and consent in technology use, promote helping friends and colleagues who need assistance, and detail support services and access points. More than 55,000 current Defence personnel have completed a general awareness session between 2015 and 30 June 2021.

Table 8 shows the individuals who completed those sessions by their Service.

Table 8: Current Defence personnel who have completed a sexual misconduct general awareness session – 2015 to 30 June 2021– by Service

Service	Sexual misconduct general awareness participants to 30 June 2021
Navy	16,642
Army	20,748
Air Force	14,269
Defence APS	4,092
Total	55,751

Sexual misconduct incident management and incident response and wellbeing workshops

The first response an individual who has been impacted by sexual misconduct receives can be critical. The sum of all responses that impacted personnel receive, Defence-wide, shapes the organisation's culture. The Sexual misconduct incident management and incident response and wellbeing workshops aim to influence the behaviour of individuals and the organisational response. The scenario-based workshops teach incident management processes and requirements that are tailored for the target audiences, guide participants to understand applying those requirements using trauma-informed approaches, and aim to enable them to come up with strategies for using those principles across their own unique work environments.

A total of 790 personnel completed the Sexual misconduct incident management workshop between its pilot in 2019 and 30 June 2021. Table 9 describes the roll out of those sessions. Remote delivery has enabled the workshops to continue during 2020–21 although Table 9 also illustrates that there has been some impact on the number of participants.

Table 9: Sexual misconduct incident management workshop completions by financial year

Financial year	Sexual misconduct incident management completions to 30 June 2021
2018–19	23
2019–20	619
2020–21	148
Total	790

The data in Table 10 show the Service of the commanders and managers who have completed the workshop.

Table 10: Sexual misconduct incident management workshop participants by Service

Service	Sexual misconduct incident management participants to 30 June 2021
Navy	431
Army	108
Air Force	195
Defence APS	56
Total	790

Sexual misconduct incident response and wellbeing workshops (IRAWW) commenced in 2020–21. The IRAWW was designed for senior non-commissioned officers but is suitable for any personnel who may receive a sexual misconduct disclosure but will not be making incident management decisions. The emphasis is on preserving or enhancing the wellbeing of the impacted person, and others in the team, in an initial conversation and afterwards.

Table 11: Sexual misconduct incident response and wellbeing workshop participants by Service

Service	Sexual misconduct incident response and wellbeing workshop participants to 30 June 2021
Navy	162
Army	47
Air Force	38
Defence APS	2

Our plans for 2021–22

- SeMPRO's plans for 2021–22 year include further expanding the education products on offer to Defence personnel and modernising content that have been available for a few years. The harm minimisation stream will see an additional product for Defence senior leaders and workshops tailored specifically for instructors and other personnel in ab initio schools. A content reviews will take place on the Sexual misconduct incident management workshop to suit the changing needs of commanders and managers. The Sexual misconduct general awareness course will be refreshed to incorporate changes to consent laws in Australia, to give personnel more information about the process following a report to Defence, and to address amplified concerns with some types of incidents such as intimate image abuse.
- SeMPRO's Client Response Team will explore opportunities to further increase access to SeMPRO services for deployed personnel, LGBTIQIA+ and Aboriginal and Torres Strait Islanders.
- SeMPRO will also seek to further explore prevention initiatives.

Our definitions

What is sexual misconduct?

Sexual misconduct is a term used to describe sexual offences, sexual harassment, and sexual discrimination. Sexual offences are crimes as defined in Commonwealth, State, and Territory legislation. Specific offences differ across Australian states and territories. Sexual harassment occurs when a person makes unwelcome sexual advances, requests sexual favours, or engages in other unwelcome sexualised conduct, in circumstances reasonably anticipated to offend, humiliate, or intimidate. Sexual harassment is criminalised in the *Sex Discrimination Act 1984 (Cth)*. Sexual discrimination occurs when a person is treated less favourably than another person, in the same or similar circumstances, because of that person's sex, characteristics of that person's sex, or assumed characteristics of that person's sex. *The Sex Discrimination Act 1984 (Cth)* contains a detailed definition. *The Sex Discrimination Act 1984 (Cth)* also criminalises discrimination on the grounds of sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy or potential pregnancy, and breastfeeding or family responsibilities.

Defence uses the term 'sexual misconduct' to encompass the spectrum of unwanted and unwelcome sexualised behaviours. Sexual misconduct specifically spans sex discrimination, sexual harassment, and sexual offences. Applying the term 'sexual misconduct' to describe all unwanted sexualised behaviours is common but not universal. Other terms used to cover the full range of behaviours include 'sexual harassment' and 'sexual assault'. Defence uses those terms to exclusively reflect specific behaviours as they are defined in legislation.

Sex discrimination occurs when a person is treated less favourably than another person in the same or similar circumstances because of that person's sex, characteristics of that person's sex, or assumed characteristics of that person's sex. The Sex Discrimination Act 1984 contains a detailed definition. The Sex Discrimination Act 1984 additionally makes it unlawful to discriminate on the grounds of sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy or potential pregnancy, and breastfeeding or family responsibilities.

Sexual harassment occurs when a person makes unwelcome sexual advances, requests sexual favours, or engages in other unwelcome sexualised conduct, in circumstances reasonably anticipated to offend, humiliate, or intimidate. Sexual harassment is unlawful under the *Sex Discrimination Act 1984 (Cth)*.

Sexual offences are acts, or intent of acts, of a sexual nature against another person, which are non-consensual. Sexual offences are defined in various Commonwealth, state, and territory legislation. Specific offences differ across the various jurisdictions but are broadly categorised as sexual assaults and non-assaultive sexual offences. Offences categorised as intimate image abuse in some jurisdictions, including distributing intimate images without consent, are managed as sexual misconduct incidents by Defence. Stalking offences are broader than unwanted sexualised behaviours and sexual offences. Reported stalking behaviours committed where the harassment has potentially sexualised elements, or is committed within the context of a current or previous intimate relationship, are managed as sexual misconduct incidents by Defence.

Disclosures and reports

The term ‘disclosure’ means to tell another person about a sexual misconduct incident. Disclosure often means revealing that information to a friend, family member, or healthcare professional. Reporting means to advise someone with the authority or obligation to action information about a sexual misconduct incident. Reporting, in Defence, means advising the Joint Military Police Unit, civilian police, or a commander or manager.

Restricted disclosures

Defence provides multiple avenues for confidential health and mental health services for personnel impacted by sexual misconduct without making a report, after reporting but choosing not to pursue an investigation, or throughout policing and legal proceedings. Personnel are able to self-refer to medical officers, psychologists, chaplains, and social workers in Defence. Confidential access to those services is not shared with command teams without the client’s consent. The SeMPRO Client Services team provides the same confidential service to all clients regardless of whether they chose to make a report to Defence or to civilian police. Clients who use SeMPRO’s services without making a report have made a Restricted Disclosure. Clients may choose to use SeMPRO services anonymously if they would prefer to do so.

Personnel impacted by sexual misconduct are able to make incident reports to Defence or to civilian police at any time. SeMPRO services are available to aid clients to assess their options in the military or civilian legal systems. SeMPRO clients who make a report to Defence or to the civilian police have made an Unrestricted Report.

The wishes of personnel who choose not to report sexual misconduct, or to have an incident investigated, are respected. SeMPRO, and the Joint Military Police Unit, explain options and potential benefits to making a statement but do not pressure personnel subjected to sexual misconduct into reporting or an investigation if they do not want to. SeMPRO avoids using terms such as ‘converted’ to describe a person who accessed healthcare services without reporting and later makes a report.