

Implementation of recommendations from *Change the course: National report on sexual assault and sexual harassment at Australian universities*

Update from QUT 2019

Recommendation no. and summary	Action taken – QUT 2019
<p style="text-align: center;">1</p> <p>Advisory Committee and Action Plan</p>	<p>Established a <i>Student Sexual Harassment and Assault – Prevention, Support and Reporting</i> Working Party, chaired by the Equity Director, which has membership of staff and students from across the University.</p> <p>Developed an Action Plan, funded until 2020, which incorporates the recommendations of the AHRC, tailored to the QUT environment, covering student training; staff training; targeted cohorts; reporting; and post-reporting procedures.</p> <p>The Working Party continues to monitor progress and reports regularly to the Vice-Chancellor and President, and QUT Council.</p>
<p style="text-align: center;">2</p> <p>Raise awareness of staff and students</p>	<p>Used multiple print and digital channels of communication to continuously promote messages to students about standards of behaviour, reporting channels, and support services.</p> <p>Promoted a student website focussed on behavioural expectations; bystander action; and reporting/support processes: and a staff website focussed on first responder protocols, and on behavioural standards.</p> <p>A 30-minute on-line module is available to all students. Called ‘Respect and Safety at QUT’ it provides an insight into students’ rights and responsibilities, problem behaviours, healthy relationships, alcohol and other drugs, and safe bystander intervention.</p> <p>MATE Bystander training – a half-day face-to-face module is continuing to be provided to hundreds of student leaders and some staff. All training is being evaluated as to its impact on attitudes and behaviours.</p> <p>Embedded targeted messaging in relevant publications and events aimed at cohorts such as higher degree research students, international, work-integrated learning, study abroad, orientation, clubs/societies, and the like.</p>

<p style="text-align: center;">3</p> <p>Inform staff and students about reporting channels and support services</p>	<p>Distributed a protocol to all staff on how to respond to students disclosing sexual harassment and assault.</p> <p>See Rec 2 above re communications and training relating to report/support, including for targeted cohorts.</p> <p>Continued provision of a security app and other on-campus security services.</p>
<p style="text-align: center;">4</p> <p>Undertake an expert review of university policies and response pathways</p>	<p>An independent review of the University's Action Plan implementation, including policies and procedures, was undertaken in 2018, with 8 recommendations arising.</p> <p>A consequential project, '<i>Student & Staff Sexual Assault & Sexual Harassment project</i>', is underway in early 2019 to further review complaints procedures, taking into account the relevant UA Guidelines and stakeholder feedback.</p>
<p style="text-align: center;">5</p> <p>Identify and train first responders</p>	<p>Key staff in student services have been identified and training is underway.</p> <p>The Protocol for Responding to Disclosures has been promoted to all staff.</p>
<p style="text-align: center;">6</p> <p>Collect, store and analyse disclosures/complaints, and report regularly</p>	<p>All disclosures and complaints are to be reported to the Equity Department, and monitored for patterns and issues arising. Improvements in the consistency and comprehensiveness of record-keeping are under review in early 2019.</p>
<p style="text-align: center;">7</p> <p>Audit counselling services</p>	<p>Wait times for Counselling are monitored regularly, with no wait time for urgent matters.</p> <p>A senior counsellor has been identified to take a lead role in this area, and ensure all counselling is trauma-informed.</p> <p>All counsellors and welfare officers will receive a formal training refresher from an external provider in early 2019.</p>

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Repeat the national survey

QUT will participate in the UA plan for repeating the survey

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Residential colleges to take action

QUT does not own or operate any on or off campus residences, but has liaised with key providers of student accommodation and shared communications materials and training opportunities.