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

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| **University name: Bond University** |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| 1 | A Senior Management Working Group, chaired by the Vice-Chancellor, has been formed to respond to the issues raised around the *Respect.Now. Always*. campaign.  | This Working Group continues to advise the Vice-Chancellor and provide direction and monitor performance of the *Safety Respect Care Consent* Student Support Strategy. |
| 2 | * Senior management partnered with our students to develop a joint response in the form of *Safety Respect Care Consent* – a comprehensive strategy built around the six themes of Awareness Raising, Education, A Safe Campus, Student Support, Reporting Procedures, and Disciplinary Powers.
* The [*Safety Respect Care Consent* Student Support Strategy](https://bond.edu.au/files/2581/Bond%20University%20Student%20Support%20Strategy.pdf) is accessible from the Bond *Safety.Care.Respect.Consent* Website at: <https://bond.edu.au/current-students/services-support/student-support/safety-respect>.
* We have embedded educational content regarding sexual harassment and assault into our core academic curriculum — making it a mandatory requirement for all undergraduate students across every Faculty to receive a presentation on consent in their first semester, delivered by Student Association leaders. In students’ second and third semesters, additional content on gender equality and respect is explored within the curriculum through case studies, lecture examples, tutorials questions and assignment questions.
 | Continue commitment to the to [*Safety Respect Care Consent* Student Support Strategy](https://bond.edu.au/files/2581/Bond%20University%20Student%20Support%20Strategy.pdf):Bond University and The Bond University Student Association (BUSA) are jointly committed to a healthy culture of respect and responsibility that provides for a safe and supportive campus, and a signal for change in our wider communities. We will pursue these objectives with actions:1 **Awareness Raising**1.1 Ensure that our values of respect and responsibility are embedded within all aspects of our University life, including our academic and extracurricular pursuits, and our events, activities and messages, both within the University and externally.1.2 Undertake an ongoing campaign to raise awareness of the unacceptable and avoidable harm that is caused by sexual harassment and sexual assault in our community.1.3 Provide practical and readily available information and advice to students on how to act, respond and seek assistance when confronted by sexual harassment, assault, discrimination or threatening behaviour.2 **Education**2.1 Embed relevant content into our academic curriculum to ensure that our students are well informed as to the issues our community faces and the importance of personal responsibility for action and change.2.2 Promote respect and consent within our residences.2.3 Ensure that staff are informed as to the advisory and support systems available and aware of their responsibilities.3 **A Safe Campus**3.1 Take a proactive and preventative approach to personal safety including on campus.3.2 Maintain a strong and responsive 24/7 security presence on campus.3.3 Maintain and manage our physical assets and building access systems to provide a safe campus for students, staff and visitors.4 **Student Support**4.1 Coordinate and align the advisory and support services available to students, including counselling, medical clinic and security services, while remaining respectful of students’ rights to privacy and confidentiality.4.2 Implement strategies to assist and promote the wellbeing of our LGBTIQ community.4.3 Work with the Queensland Police Services and other external agencies to ensure that individuals who are reporting incidents are treated with sensitivity and professionalism.5 **Reporting Procedures**5.1 Develop streamlined and simplified reporting procedures.5.2 Monitor the information collected and respond to identified problems with action.6 **Disciplinary Powers**6.1 Ensure that the University’s disciplinary regulations and procedures are fit for purpose, so that we have the mechanisms in place to investigate matters quickly and effectively, and to deal |
| 3 | In early 2017, the University reviewed its information supplied to students and made a series of changes. Further, within the context of the *Safety Respect Care Consent* strategy:* We have increased the resources directed to support services and resources for students.
* Ongoing messaging aligned with Bond’s *Safety.Respect.Care.Consent* strategy continues through social media, digital screens and in sessions held during each Orientation Week.
* Hard copies of the *Safety.Respect.Care. Consent* Student Support Strategy are distributed through the Student Business Centre and Student Support Offices.
* Each of the following links have a “*Report an Incident*” button which provides a link for students, staff, or visitors to make a report to the University about a serious incident that may have occurred. A team of senior staff members automatically receive this report and protocols are in place for a response including requests for specific gender contact. Details of incidents are recorded on a database and access to this database is limited to a team of specialist senior staff to ensure privacy and confidentiality protocols are maintained. The website links below also provide general information and related supportive links on safety, respect, care and consent; response to sexual misconduct; unacceptable behaviour (bullying, harassment, discrimination); and emergency contacts.
* <https://bond.edu.au/current-students/services-support/university-safety-and-security>
* <https://bond.edu.au/current-students/services-support/university-safety-and-security/safety-respect-care-consent>
* <https://bond.edu.au/current-students/services-support/university-safety-and-security/unacceptable-behaviour>
* We have improved the visibility of [support services for our LGBTIQ students](https://bond.edu.au/current-students/services-support/student-support/lgbtiq-services-support) with the expert assistance of the Queensland Aids Council.
* *Full Stop Foundation* has been engaged to run recurring training sessions for staff and students: *Understanding Sexual Consent and Preventing Sexual Violence* (for Students); *Responding with Compassion* (for Staff); *Ethical Leadership* (for Senior Staff).
* The BU Student Association members all attend the training and have reviewed regular social events to ensure they are in line with the RNA program.
* We deliver *Respect and Consent* sessions to all residential students and have a *Sexual Violence and Misconduct* section in the [Student Housing Handbook](https://bond.edu.au/files/686/student-housing-handbook.pdf) (p.6) with relevant reporting information.
* We have partnered with the Queensland Police Service to provide additional support, including a commitment to sending a female officer to campus to take confidential statements from any individuals who have experienced a sexual assault.
* LGBTI Cultural Awareness Sessions are run twice a year.
* We maintain a [24/7 security](https://bond.edu.au/current-students/services-support/university-safety-and-security) presence on campus with CCTV surveillance and provide a safe escort service for students and staff who are working or studying at night.
 | Continue to update Bond’s reporting and support information to the *National Hotline for Domestic Violence and Sexual Assault* checklist via Universities Australian. This information will continue to be available on our *Safety.Respect. Care.Consent* [webpage](https://bond.edu.au/current-students/services-support/university-safety-and-security/safety-respect-care-consent) to enable staff and students to respond appropriately and effectively to serious incidents.The Deputy Vice-Chancellor (Students & Support Services) will continue to liaise with the Vice-Chancellor regarding incidents reported via the [online “Report](https://bond.edu.au/files/3128/Report%20an%20incident.pdf) an incident” button. Continue to: * display *Safety.Respect.Care.Consent* messaging on digital screens and on social media;
* Continue to deliver staff and student awareness and prevention training sessions;
* deliver *Respect & Consent* sessions to residential students;
* distribute hard copies of the *Safety.Respect.Care. Consent* Student Support Strategy through the Student Business Centre and Student Support Offices;
* include *Safety.Respect.Care.Consent* information in Orientation Week Guides;
* run LGBTI Cultural Awareness sessions each year.
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| 4 | * Bond University has reviewed its policies and response pathways with independent expert advice. A formal external review process would stretch internal resources and potentially interrupt our efforts to introduce practical measures.
* We have ensured that the University’s disciplinary regulations and procedures are fit for purpose, so that we have the mechanisms in place to investigate matters quickly and effectively, and to deal with perpetrators.
 | Continue to monitor best practice in the HE community and adopt measures within policies as required. |
| 5 | The University has engaged external experts to introduce a series of formal training programs. Specifically, within the context of the *Safety.Respect.Care. Consent* strategy:* We have introduced specialised training for front-line staff and residential managers, delivered by external experts.
* We deliver code of conduct training for our academic staff, including awareness of their responsibilities in relation to bullying and harassment.
 | Continue to run specialist training programs for staff and ensure staff are aware of their responsibilities in relation to responding to disclosures of sexual harassment/assault and bullying and harassment. |
| 6 | * Bond University Counselling Service has revised reporting procedures to ensure that information about individual disclosures and reports of sexual assault and sexual harassment is collected and stored confidentially and used for continuous improvement of processes.
* The [*Unacceptable Behaviour*](https://bond.edu.au/current-students/services-support/university-safety-and-security/unacceptable-behaviour) website provides information on confidentiality for students, staff and visitors reporting unacceptable behaviour.
 | Continue to review reporting, collection and storage processes within the Counselling Service. |
| 7 | * The capacity of the Bond University Counselling Service was reviewed in 2017. The Service is appropriately resourced with female and male counsellors, all of whom have undertaken training for responding to survivors of sexual assault. The reception staff have also attended the Full Stop Foundation *Responding with Compassion* training.
* The Bond University Counselling Service review, with assistance from the Queensland Aids Council, also included a focus on the needs of our LGBTIQ community.
 | Continue to monitor the Counselling Service resourcing to ensure it is at an appropriate level to respond to students’ requests for counselling in an appropriate and timely manner. Continue to ensure staff are appropriately trained to respond to survivors of sexual assault and harassment.  |
| 8 | This recommendation is not directed at individual institutions. It will be considered by Vice-Chancellors jointly though Universities Australia. | Monitor and adopt UA-led initiatives as appropriate. |
| 9 | Bond student residences are not independent of the University. All of the University’s considerations and initiatives outlined above include the University-owned residences.  |  |