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

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| **University name: Griffith University** |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| 1 | Griffith University’s Safe Campuses Taskforce was convened by the Vice Chancellor in August 2017 and meets regularly to ensure progress against the Change the Course recommendations. The Taskforce is chaired by the Deputy Vice Chancellor (Academic) and includes membership from across the University including senior leaders, academic staff, the student body, and representatives from key student and support services including our Counsellor, Violence Response and Prevention.The Vice Chancellor has committed to reporting to University Council at six monthly intervals since August 2017. The University has also published a progress update on its [Safe Campuses](https://www.griffith.edu.au/safe-campuses/taskforce) website.  | The Safe Campuses Taskforce will continue to provide advice to the Vice Chancellor through the Chair, regarding activities and initiatives to strengthen the University’s response. The Vice Chancellor has committed to continuing to provide regular progress updates to the University Council and community via formal reporting on progress against our action plans. The Safe Campuses website will continue to be improved and updated with resources and progress updates.  |
| 2 | Since mid-2017, the University has provided targeted training and awareness programs for staff and students across the organisation under the themes of Consent, Bystander and Responding to Disclosures. This is achieved via a mix of face to face and online training programs. The University also established the Safe Campuses website which provides information about the internal and external support and reporting pathways available to students and staff; resources to assist in responding to disclosures; and information about the University’s expectations and zero tolerance for sexual assault and sexual harassment. Key themes of respect, consent and accessing counselling and support have also been embedded within students’ MyGriffith portal, which provides links to training, Safe Campuses resources, sexual assault-specific and general counselling and support.  | The University will host its inaugural sexual violence prevention week from 20-24 August 2018. *It’s On All Of Us* week aims to promote a shared responsibility across the Griffith community to prevent sexual violence by:* promoting healthy, consensual and respectful relationships and behaviours;
* empowering bystanders to recognise, take action and respond effectively; and
* educating staff and students on how best to support individuals who have experienced sexual and personal violence.

*It’s On All Of Us* week will engage the Griffith community both on-campus and online through all-staff and all-student communications, events,  training and awareness workshops and social media. Topics covered will include bystander, responder, personal safety and general awareness of sexual and personal violence in the community. Face to face workshops and events will be held across all five campuses. The University is also working towards an extension of its nationally recognised MATE Bystander program, for implementation in early 2019. This renowned education and intervention program develops leaders in the prevention of violence and harmful behaviour. The program is designed to teach community members how to recognise abuse and have the confidence to speak out and offer help.Extension of the program will see the introduction of additional modules, including one specific to consent, and online modules, designed to complement and extend the reach of the existing face to face workshops.  |
| 3 | The University released updated Policy and Procedures for Reporting and Responding to Student Sexual Assault, Harassment, Bullying and Discrimination in February 2018 to make clearer the reporting and support options, both within and external to the University, which are available to students affected by sexual assault, harassment, bullying and discrimination. Information about the reporting and support pathways is also available on our Safe Campuses and Student Counselling and Wellbeing websites. The Griffith homepage has been updated to include prominent links to this information. In 2018, Griffith launched a comprehensive online Orientation program- myOrientation. All commencing students are required to complete a Safe Campuses task as part of their myOrientation journey – this task highlights to students that sexual assault and harassment are not tolerated at Griffith, and that all staff and students are encouraged to call out, report and seek support if these behaviours do occur. Further, both the myOrientation task and the Safe Campuses website set out in a logical order, the options for accessing support services, reporting mechanisms (internal and external) and also provide information to assist when responding to another individual’s disclosure. This information has been promoted to staff, including those most likely to receive disclosures such as the University’s network of Harassment and Discrimination Contact Officers and security staff. This information has been widely promoted by the Student Representative Council and the Gold Coast Student Guild.Priority appointments with our dedicated Counsellor, Violence Response and Prevention are promoted via collateral across the campuses and within the residential colleges, online and via policy.The Counsellor, Violence Response and Prevention is responsible for coordinating the provision of priority appointments for victim-survivors of personal and sexual violence, and also conducts programs and activities to raise awareness about respectful behaviour, consent, sexual violence, harassment and domestic violence. | The University will continue to review the resources available to assist staff and students to understand the reporting pathways and support services and to ensure information is clear and accessible. A key focus in coming months is to ensure student accommodation providers have up to date information about services the University provides to all students.In conjunction with *It’s On All Of Us* week, the University will also release multi-lingual collateral outlining the key themes and messages of the week, and will seek to make events and workshops accessible to people with a disability. The University has invited a number of local organisations to participate in *It’s On All Of Us* week activities and will continue to strengthen relationships with external support services, to enable referral to these services where necessary.  |
| 4 | In 2017, a review of existing policy and reporting/support pathways revealed a gap in sexual assault and sexual harassment specific policy and response pathways for students. Key deliverables since then include:* the release of policies and procedures which directly address student sexual assault and sexual harassment;
* the introduction of a dedicated Counsellor, Violence Response and Prevention.
* after-hours, weekend and public holiday phone and text crisis support;
* enabling priority appointments for survivors of personal violence.

The University’s response has been informed by the expertise of both the Counsellor, Violence Response and Prevention, and Professor Paul Mazerolle and his group who are international experts in violence prevention. Further, the University has completed a comprehensive review of University-run and private student accommodation, and is implementing a series of recommendations to ensure a single policy framework, consistent information and reporting and to ensure all students understand that they have access to University services, wherever they live.  | Following on from the internal, expert-led reviews of our policy frameworks, we have also commissioned a further external, independent review to ensure the changes we have implemented are effective and reflect best practice responses to sexual assault and sexual harassment. |
| 5 | On release of the Change the Course report, the University compiled a list of staff and students most likely to receive disclosures and provided targeted training to these groups, including residential staff and advisors, student associations, Harassment and Discrimination Contact Officers and student services staff. Responding to disclosures training was initially provided by local sexual assault services and is now delivered by the University’s own Counsellor, Violence Response and Prevention. Bystander training is provided by the University’s MATE Bystander program.  | The University continues to provide training to staff and students under the themes of Consent, Bystander intervention and Responding to Disclosures and is developing online modules within its nationally recognised MATE Bystander training module, for release in early 2019.Following the completion and evaluation of *It’s On All Of Us* week, outlined against recommendation 2 above, a long term educational framework will be implemented under the auspices of the Safe Campuses Taskforce. |
| 6 | The University has implemented a new reporting workflow, which allows victims to report incidents, anonymously if they wish. In addition, our Counselling service collects information about clients who attend their services. This information is collated 6 monthly and included in the Vice Chancellor’s reports to University Council, as anonymised data.The Safe Campuses working party regularly reviews this data, including response times, access to counselling, and has deployed additional resources including extra counsellors, 24/7 helpline and the Counsellor, Violence Response and Prevention.  | Six monthly reporting and monitoring of the University’s responses will continue. In addition, the University is currently implementing a streamlined case management system to further improve our reporting processes and data collection, with implementation due in early 2019.  |
| 7 | An external audit of the University’s student counselling services was undertaken in late 2017-early 2018 and subsequently considered by the Safe Campuses Taskforce. The audit resulted in the appointment of additional counsellors, and found that in addition to the dedicated Counsellor, Violence Response and Prevention, all other Griffith counselling staff have training and experience in working with survivors of sexual violence. Review recommendations were adopted and implementation of these has been underway since early-2018. Key strategies to date have included:* funding for additional counselling roles to target group and self-help programs, including online;
* introduction of dedicated services to support residential colleges to work on programs with students and staff around safety and wellbeing;
* improvements to counsellor rosters to increase the availability of "on-the-day” appointments to every day for every counsellor
* regular review of wait times for counselling appointments.
 | The University will continue to monitor response times, the requirement for additional services and opportunities for service improvements to enable increased responsiveness. It will ensure services meet client needs and reasonable expectations for access. |
|  8  | Griffith University continues to support and work with Universities Australia.  | The University will work with Universities Australia in the delivery of a follow-up student survey in 2020. |
| 9 | The University has engaged residential college staff and residential advisors in training and education workshops relating to consent, bystander intervention, responding to disclosures, youth mental health first aid and alcohol and drug education. In addition, from 2018, prior to moving into Griffith managed accommodation, all new residents are required to complete educational modules relating to the University’s reporting and support pathways and services as well as bystander awareness and consent. The University has concluded an internal review of all student accommodation options (including homestay and off-campus external providers with whom we have a close relationship). This review focuses on governance, administrative and legal frameworks; in particular on policies and procedures, formal reporting mechanisms, steps taken to inform residential students of their rights to access University reporting processes, disciplinary procedures, counselling support and other student services and academic support services.  | The University will progressively implement the recommendations from the internal review from mid-2018. In August 2018, the University will commission an independent, expert-led review of factors which contribute to sexual assault and sexual harassment in on-campus colleges and residences. It is anticipated that this review will be completed by September 2018 and will complement recommendations from the internal review. |