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

| **University Name: Queensland University of Technology July 2018** | | | |
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| **Recommendation no. and summary** | **Action already taken** | **Planned/future action** | |
| 1  Advisory Committee and Action Plan | Established a *Student Sexual Harassment and Assault – Prevention, support and reporting* Working Party, chaired by the Equity Director, which has membership of staff and students from across the University.  Developed an Action Plan, which incorporates the recommendations of the AHRC tailored to the QUT environment, covering student training; staff training; targeted cohorts; reporting; and post-reporting procedures.  Provided funding for implementation of the Action Plan 2018 to 2020.  Working Party has reported progress to Vice-Chancellor and Council. | | The Working Party will continue to meet regularly to monitor implementation of the Action Plan and report on progress. |
| 2  Raise awareness of staff and students | Used multiple print and digital channels of communication to continuously promote messages to students about standards of behaviour, reporting channels, and support services.  Promoted a student website focussed on behavioural expectations; bystander action; and reporting/support processes.  Selected a preferred on-line training package after trialling several options with students and liaising with academic experts. Arrangements are in progress to make this training available from Semester 2, 2018.  Provided MATE Bystander training – a half-day face-to-face module - for hundreds of student leaders and some staff during 2018.  Embedded targeted messaging in relevant publications and events aimed at cohorts such as HDR, international, work-integrated learning, study abroad, orientation, clubs/societies, and the like.  Distributed to all staff information on the protocol for responding to disclosures, and on staff standards of behaviours, and created a staff website. | | Provide a train-the-trainer course (late 2018) for about 40 key staff and selected students for the MATE bystander program, to enable widespread provision of this module in 2019 and beyond.  Build in evaluation instruments to the on-line training component and report on the outcomes.  Continue saturation and targeted communications for both staff and students on the three key areas of standards of behaviour; being an active bystander; and reporting/supporting processes; and continue providing on-line and face-to-face training opportunities for students. |
| 3  Inform staff and students about reporting channels and support services | Distributed a protocol to all staff on how to respond to students disclosing sexual harassment and assault.  See Rec 2 above re communications and training relating to report/support, including for targeted cohorts.  Continued provision of a security app and other on-campus security services. | | Continue communication, training and other efforts aimed at making reporting channels visible and trusted; and internal and external support services well-known. |
| 4  Undertake an expert review of university policies and response pathways | An independent review has not yet been undertaken. Processes for responding to disclosures have been reviewed internally. | | Consider when to undertake an independent review of policies and response pathways. |
| 5  Identify and train first responders | Identified staff members and student representatives who will most likely to receive disclosures of sexual assault and harassment | | Continue to promote the Protocol for Responding to Disclosures to all staff.  From late 2018, refresh the training for first responders in key service areas. |
| 6  Collect, store and analyse disclosures/complaints, and report regularly | All disclosures and complaints are reported to the Equity Department, and monitored for patterns and issues arising. | | Continue to collect, analyse and report on disclosures and complaints. |
| 7  Audit counselling services | Wait times for Counselling are monitored regularly, with no wait time for urgent matters.  A senior counsellor has been identified to take a lead role in this area, and ensure all counselling is trauma-informed. | | From late 2018, training for counsellors will be refreshed. |
| 8  Repeat the national survey | N/A | | QUT will participate in the UA plan for repeating the survey |
| 9  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. | | Continue productive relationships with residential service providers on and off campus, especially with regard to communication materials and training opportunities for students and key staff. |