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

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| **University name: UNIVERSITY OF QUEENSLAND** | | |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| 1  Vice-Chancellors take direct responsibility to implement recommendations, including decision-making and monitoring and evaluation of actions taken. Establish an advisory body. Develop an action plan. | UQ Vice-Chancellor and President Professor Peter Høj established and led the Sexual Assault Working Group in 2016, which developed and operationalised an action plan prior to the report release in August 2017.  During, and since the report release, Professor Høj has been very clear about the University’s zero tolerance stance on sexual assault and harassment and has been quoted by national and international media.  The Working Group was absorbed into an Advisory Group in late 2017 who are responsible for reporting the sexual misconduct and assault data and identifying opportunities for development /progress. The Advisory Group has a number of subject matter experts and external support to ensure the Vice-Chancellor and UQ make informed improvements. | The Advisory Group will continue to meet to provide updates on data from the SMS Unit and identify appropriate actions. |
| 2  Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that includes education programs, and identifies existing resources and communications campaigns that reinforce key messages | The Sexual Misconduct Support (SMS) Unit was established in July 2017 to lead on education, training and support for staff and students.  It has released two educational campaigns since its conception, delivered consent, ethical bystander, and disclosure training to both students and staff, established partnerships with external organisations to facilitate student support, and provided counselling support and formal reporting guidance to survivors of sexual assault and harassment. | The SMS Unit will continue to deliver current activities and is looking to establish an enhanced training program; release a new educational campaign in collaboration with the UQ Union; and further develop prevention techniques and strategies. |

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| 3  Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment | The UQ Respect website was launched at the end of July 2017. It contains online resources, and clear guidance for students and staff.  A supporting awareness campaign was developed (including emails, posters, and forums) to generate awareness of the website and the SMS Unit.  A *Help a Survivor* guide was published online and print copies were physically distributed across all campuses.  The Consent Matters module has been widely promoted across multiple platforms.  Improved the SEO (search engine optimisation) of the Student Charter and Prevention of Sexual Harassment Policy within web resources. | An updated educational campaign will launch in late July 2018 that will continue to address behavioural expectations and focus on effective bystander responsibilities as well as consent.  The Consent Matters module is constantly improved and updated to maintain compliance with law and best practice and will be visually changed to keep it fresh and engaging. |
| 4  Within a year, universities should commission an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment, to assess effectiveness and make specific recommendations to universities about best practice responses. | The new policy and procedures published in October 2017 were developed with insight from subject matter experts as well as an independent law firm and were aligned to the advice provided by Universities Australia.  An internal operational review of the new Sexual Assault policy and procedures commenced in June 2018. | The operational review will provide recommendations for improvement to the policy custodians / senior executive team in August/September 2018.  UQ will benchmark its policy against policy and procedures models or advice provided by Universities Australia when these become available. |
| 5  Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual assault and sexual harassment and ensure those identified receive appropriate training. | Starting in early 2017, the Sexual Assault Working Group and then the SMS Unit identified staff and students who were likely to receive disclosures. These individuals received training prior to the release of the report. The focus of training for students was through partnerships with the Student Union and other established student networks, including through the Residential Colleges Student Leader network.  The First Responder Network was established prior to the release of the report to quickly identify individuals across the UQ Community who had received appropriate training.  Staff in student-facing roles all received a booklet from the SMS Unit with guidance on how to best respond to a disclosure. The UQ Respect Website has also been widely communicated to all staff and students. | First Responder training is ongoing and has been improved in 2018 with further review and improvements scheduled for later in 2018.  The First Responder Network will continue to expand throughout the coming years.  Training to student representatives will continue to be enhanced throughout the coming years. |
| 6  Universities should 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. | Confidential case management and reporting systems have been established to collect and store information.  The data are reviewed on a regular basis throughout the year to inform the development of educational campaigns, training, and prevention methods relating to sexual violence. | These systems will also be reviewed and improved in the latter half of 2018 as part of a continuous improvement process.  The data will be specifically reviewed in the latter half of 2018 and will be considered during the policy review process. |
| 7  Within six months of this report, universities should conduct an audit of university counselling services to assess adequacy of capacity and training and undertake data collection. | General counselling services for students were reviewed to ensure adequate capacity both prior to and following release of the report. Specific resource was assigned to enable specialist training and specialist response and proactive educational campaigns.  Training of the counselling team was completed to ensure the team adopted a trauma-informed approach to supporting survivors.  The specialist counsellors of the SMS Unit have daily availability for students and staff at UQ to access support.  Counselling team and SMS Unit visits are reported to Senior Leadership on a regular basis to ensure appropriate capacity. | Counselling and SMS Unit data will continue to be reviewed and reported and ensure appropriate capacity and adequate training.  UQ launched a 24/7 crisis support line for students from Monday 16th July. This improvement will ensure that our student community will be able to access counselling or crisis support, irrespective of the time. |
| 8  *Universities should engage an independent body to conduct the National university student survey of sexual assault and sexual harassment at three yearly intervals to track progress in reducing the prevalence of these incidents at a sector-wide level.* | Options and proposals were discussed at the VC Advisory Group. | Future options and proposals to be discussed with Universities Australia. |

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| 9  Residential colleges and university residences should consider implementing report recommendations, and commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings. | UQ senior leadership meet with the Heads of College regularly to address the underlying and contributing factors that may lead to sexual misconduct.  Expert led consent and ethical bystander training was delivered to all residential student executive leaders in August 2017. | Most residential colleges are now delivering some form of training for residents in consent and bystander education on a regular basis.  All residential colleges are engaging with the University proactively and there are ongoing meetings between residential colleges and UQ Leadership to resolve legal and privacy issues. |