

# University Response

Griffith has a solid foundation when it comes to prevention and response to sexual harassment and other forms of gender-based violence, particularly across the governance, policy and the provision of education resources and specialised student supports. The following gaps have been identified that will enhance and further embed the approach consistently for all stakeholders.

1. Gap in the consistency of support and reporting pathways amongst stakeholders which may impact on the experience of disclosers and the likelihood of disclosures being made.
2. Gap in the awareness of reporting options and support services across the university community. With the complexity of stakeholders across the university and an often-transient population with different communication needs and pathways, ensuring all stakeholders have clear and consistent understanding of where they can access support and report if they experience or observe unlawful behaviour is a key, critical factor in the approach to proactively addressing the University's response to sexual harassment and gender-based violence
3. Gap in the measurement, data and metrics surrounding sexual harassment and gender-based violence and capturing not only disclosure numbers but the other significant elements including drivers that may influence a culture where sexual harassment and gender-based violence have no place.
4. Gap in the continuous improvement approach around responding and ensuring the controls in place are effective and doing what they are intended to do and acknowledging that responding to sexual and gender-based violence is work that is most effective when done each day, not only when policies and plans are reviewed.

## Actions

The University's response to sexual harassment and gender-based violence is complex given the scope of work undertaken and the differing needs of teams across the University. Consequently, action taken can be classified into two broad categories – the University wide response which consists of the overarching governance structure, foundational controls and strategies that should be consistent across all areas of the University, as well as local level responses which are more detailed and specific to the needs of the work, stakeholders and environments.

Three key controls have been identified through risk assessment and gap analysis, for implementation at a University wide level. The oversight of these three actions will sit with the Senior Specialist – Wellbeing.

1. Develop and deliver an annual communication plan to promote an inclusive, equitable, safe and respectful culture at the University and build awareness of support and reporting options.
2. Develop and deliver an assurance framework and activities in line with the existing Safety Management System to ensure consistent and effective reporting and measurement of existing controls.
3. Review existing skills and respond to any identified skill gaps within specialised support teams (as identified in Annexure 3 and listed below) enabling best practice response for all stakeholders across the University. The established university specialist support teams are the:
  - a. Student Safety and Wellbeing team
  - b. Staff Health and Wellbeing team
  - c. Health and Safety Partner team
  - d. Human Resources Business Partner team; and
  - e. Workplace Relations team
  - f. Student Complaints and Integrity teams

Local areas across the University should undertake a risk assessment in response to sexual harassment and gender-based violence. This process should be in line with the current safety management system approach including identification of current controls, future controls and review periods for these. The University wide assurance activities to ensure these are being completed and reviewed will sit within action 2 above.



