

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

August 2018

	Action already taken	Planned/future action
Recommendation 1: Leadership & Governance	<ul style="list-style-type: none"> • Safe Campuses Taskforce convened by the Vice Chancellor August 2017 • The Taskforce is Chaired by DVC(Academic) with membership from across the University including senior leaders, academic staff, the student body, and representatives from key student and support services including • The Vice Chancellor reports to University Council at six monthly intervals • Safe Campuses website updated with progress report 	<ul style="list-style-type: none"> • Safe Campuses Taskforce will continue to provide advice to the Vice Chancellor through the Chair • The Vice Chancellor has committed to continuing to provide regular progress updates to the University Council • The Safe Campuses website will continue to be updated with resources and progress updates
Recommendation 2: Changing Attitudes and Behaviours	<ul style="list-style-type: none"> • The University has provided targeted training and awareness programs for staff and students since mid-2017, including Consent, Bystander and Responding to disclosures • Griffith established the Safe Campuses website which provides information about support; reporting pathways; responding to disclosures; and the University's expectations and zero tolerance for sexual assault and sexual harassment • Griffith has also embedded information within students' MyGriffith portal regarding respect, consent, Safe Campuses website resources and wellbeing support (counselling) 	<ul style="list-style-type: none"> • Griffith will host its inaugural sexual violence prevention week from 20-24 August 2018. • <i>It's On All Of Us</i> week aims to promote a shared responsibility across the Griffith community to prevent sexual violence by: <ul style="list-style-type: none"> • 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. • The University is also working towards an extension of its nationally recognised MATE Bystander program to see the

		introduction of additional modules, including one specific to consent
<p>Recommendation 3: University responses to sexual assault and sexual harassment – ensuring students and staff are aware of support services and reporting processes</p>	<ul style="list-style-type: none"> • Griffith released updated Policy and Procedures for Reporting and Responding to Student Sexual Assault, Harassment, Bullying and Discrimination in February 2018, which make clear, the reporting/disclosure and support options available. • The Safe Campuses website and student counselling and wellbeing websites provide information about reporting and support pathways • The Safe Campuses website sets out the options for accessing support services, internal and external reporting mechanisms, and information to assist when responding to another individual's disclosure • Students are required to complete a Safe Campuses task within their MyOrientation journey – this highlights zero tolerance and encourages bystander behaviour, reporting and support. • Students can link to Safe Campuses from the Griffith App, myOrientation, myGriffith portal, Student Counselling and Wellbeing and the Griffith homepage • The Counsellor, Violence Response and Prevention coordinates the provision of priority appointments, and conducts programs to raise awareness about respectful behaviour, responding to disclosures, consent, respectful behaviour, sexual violence, harassment and domestic violence • Priority appointments with our dedicated Counsellor, Violence Response and Prevention are promoted via collateral across the campuses, online and via Policy 	<ul style="list-style-type: none"> • The University will continue to review resources available to assist staff and students to understand reporting pathways, support services, to ensure this information is clear and accessible. • A key focus in second half of 2018 is to ensure all accommodation providers have up to date information about the services the University provides to students • In conjunction with It's On All Of Us week, the University will release multi-lingual collateral, outlining key themes and messages for international students • It's On All Of Us week events and activities will be made accessible to people with a disability • The University has invited a number of external support agencies to participate in It's On All Of Us week activities and will continue to strengthen these relationships, to enable referrals where necessary.

<p>Recommendation 4: University responses to sexual assault and sexual harassment – ensuring action taken to prevent and respond to sexual assault and sexual harassment are appropriate</p>	<ul style="list-style-type: none"> • In 2017, Griffith, reviewed existing policy and reporting/support pathways specific to sexual assault and sexual harassment, since then, the University has: <ul style="list-style-type: none"> • released policies and procedures which address student sexual assault and sexual harassment; • appointed a dedicated Counsellor, Violence Response and Prevention. • provided after-hours, weekend and public holiday phone and text crisis support; • enabled 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 • The University has also completed a comprehensive review of University-run and private student accommodation 	<ul style="list-style-type: none"> • In response to the accommodation review, the University 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, Griffith has commissioned an independent review to ensure the changes we have implemented are effective and reflect best practice responses to sexual assault and sexual harassment.
<p>Recommendation 5: University responses to sexual assault and sexual harassment – training for staff and students</p>	<ul style="list-style-type: none"> • On release of the Change the Course report, the University compiled a list of staff and students most likely to receive disclosures • The University has provided targeted training to these groups, including residential staff and advisors, student associations, Harassment and Discrimination Contact Officers and student services staff • The University has also provided MATE Bystander training to some targeted groups 	<ul style="list-style-type: none"> • The University continues to provide training for students and staff under the themes of Consent, Bystander intervention (MATE) and Responding to Disclosures • The University is developing online modules within its nationally recognised MATE Bystander program, for release in early 2019 • Following the completion of It's On All Of Us week, a long-term educational framework will be implemented under the auspices of the Safe Campuses Taskforce

<p>Recommendation 6: Monitoring & Evaluation – collection and storage of information</p>	<ul style="list-style-type: none"> • The University has implemented a new reporting workflow, which allows victims to report incidents, anonymously if they wish • Our Counselling service collects information about clients who attend their services. • De-identified data from counselling, reports and disclosures is collated 6 monthly and included in the Vice Chancellor's reports to University Council • The data has been analysed by the Safe Campuses working party, including response times and access to counselling, and has deployed additional resources in response. 	<ul style="list-style-type: none"> • Six monthly reporting and monitoring of the University's responses will continue • The University is currently implementing a streamlined case management system to further improve our reporting processes and data collection, with implementation due early 2019
<p>Recommendation 7: Monitoring & Evaluation – Audit of University counselling services</p>	<ul style="list-style-type: none"> • An external audit of the University's student counselling services was undertaken in late 2017-early 2018 • The audit 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. • The audit resulted in the appointment of additional counsellors • Further recommendations were adopted, including: <ul style="list-style-type: none"> • funding for additional counselling roles to target group and self-help programs, including online; • dedicated services to support residential colleges to work on programs with students; • increase in the availability of "on-the-day" appointments • regular review of wait times 	<ul style="list-style-type: none"> • 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.

<p>Recommendation 8: Monitoring & Evaluation – Universities to conduct a follow-up survey at three-yearly intervals</p>	<ul style="list-style-type: none"> Griffith University continues to support and work with Universities Australia 	<ul style="list-style-type: none"> The University will work with Universities Australia in the delivery of a follow-up student survey in 2020.
<p>Recommendation 9: Residential Colleges & University Residences</p>	<ul style="list-style-type: none"> The University has engaged residential college staff and residential advisors in training and education workshops relating to <ul style="list-style-type: none"> consent, bystander intervention, responding to disclosures, youth mental health first aid and alcohol and drug education. 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 which included: <ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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, with anticipated completion by September 2018.