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Commissioner Jenkins
Sex Discrimination Commissioner
Australian Human Rights Commission
Level 3, 175 Pitt Street, Sydney NSW 2000
GPO Box 5218, Sydney NSW 2001

16 September 2020

Dear Commissioner Jenkins,

I refer to your email dated 18 August and thank you for sharing your Respect@Work report.

I am pleased to confirm that Griffith University has a longstanding commitment to preventing and addressing sexual assault and sexual harassment, among other forms of interpersonal violence including gender-based and domestic and family violence.

Our [Violence Research and Prevention Program](#) produces cutting-edge knowledge about the causes and consequences of violence, and best practice approaches to understanding, controlling and preventing violence. The program is also home to the [MATE Bystander](#) team – Motivating Action Through Empowerment – a primary prevention program focussed on the role of bystanders in the community which aims to engage participants in discussions about abusive behaviour and the ways we create a culture that nurtures gender inequality; and is designed to teach community members how to recognise abuse and have the confidence to speak out and offer help. MATE Bystander education programs are offered across the community to Universities, government and community organisations. We were proud to launch the program in an e-Learning format earlier this year to the Griffith university community.

In 2017, Griffith University committed to adopting the Change the Course report recommendations in full and established the Safe Campuses initiative to oversee this work. In addition to the appointment of a dedicated Counsellor, Violence Research and Prevention in 2017 to provide targeted and priority support to students who have been impacted by interpersonal violence, the University has also undertaken the following actions:

- Introduction of the [SASH Responder network](#) – a network of staff trained in recognising the signs of trauma, responding with empathy and with knowledge of support and reporting pathways available
- Implementation of an **online reporting form**, with provisions for formal, informal, identified and anonymous reports, supported by a bespoke case management system which enables automated workflows and secure collection and reporting of systemic data.
- Development and delivery of **e-Learning programs**:
 - Sex & Respect: It's On All Of Us – respect as the foundation of healthy relationships; consent in relationships and sexual interactions; attitudes and assumptions; and bystander interventions.

- MATE Bystander Program online – personal leadership; gender inequality and gender based violence; sex and respect; and being the change through positive bystander actions.
- Recognise. Respond. Refer online – recognise the signs of violence and disrespectful behaviour; responding with empathy; and referring to support and reporting services at or external to the University.
- Development of **tip sheets and other online resources**:
 - [Sex. Love. Dating.](#) - Respectful relationships booklet
 - [Responding Effectively to Disclosures](#);
 - [Managers Guide: Supporting staff to support our students](#); and
 - [Violence in LGBTIQ+ Relationships](#)
 - [Safe Campuses](#) website
- Both internal and independent, expert-led reviews of Counselling and University managed accommodation services, which have led to improvements including:
 - Increased on-the-day appointments
 - Introduction of a 24/7 crisis and immediate mental health and wellbeing support line (phone and text)
 - Targeted on-site residential counselling services
 - Improved training and awareness for residential staff and leaders including responding to disclosures and LGBTI+ inclusion
 - Focus on early identification of problematic relationships and behaviours including mental health concerns
- Ongoing policy review and improvement, informed by both an independent expert-led review in 2018 and subsequent sector-wide learning.

The University continues to support Universities Australia's Respect. Now. Always. campaign and will participate in the next sector-wide survey of Australian university students in 2021. This work is overseen by the Safe Campuses Advisory Group, which I Chair, and reports regularly to Professor Carolyn Evans, Vice Chancellor and the University Council. A formal report is prepared annually for University Council and also published on the Safe Campuses website, our next update is due in October 2020.

Griffith University is committed to improving gender equality, as can be seen through our long term commitment to the Workplace Gender Equality Agency and our participation in the Science and Gender Equality Athena SWAN Charter. The work being conducted by our Violence Research Prevention Program is helping to increase awareness about the links between gender equality and gender-based violence within our community.

Griffith University is committed to addressing and preventing sexual assault and sexual harassment through our Safe Campuses initiative, and through continued support of the Respect. Now. Always. campaign.

Best wishes



Professor Debra Henly
Acting Vice Chancellor