



Queensland University of Technology

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Professor Margaret Sheil AO
Vice-Chancellor and President

22 September 2020

Kate Jenkins
Sex Discrimination Commissioner
Australian Human Rights Commission
GPO Box 5218
SYDNEY NSW 2001

Via email: sexdiscriminationcommissioner@humanrights.gov.au

A handwritten signature in blue ink that reads 'Kate'.

Dear Commissioner

I refer to your letter dated 18 August 2020 requesting an update on the measures QUT has implemented to fulfill the Change the Course recommendations.

QUT acknowledges that there is no place for sexual assault or harassment in universities or the community. QUT continues its commitment to support national efforts to address issues related to sexual harassment and assault on campuses. Following the AHRC recommendations and [UA Guidelines for the university response to sexual harassment and sexual assault](#), QUT will continue to ensure that prevention, responding, and support measures, as well as policy and procedures are in place to support students and staff at QUT.

Yours sincerely

A handwritten signature in blue ink that reads 'Margaret Sheil'.

Professor Margaret Sheil AO
Vice-Chancellor and President

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Queensland University of Technology
Change the Course Recommendations

Recommendation no.	Action taken since last milestone report in February 2019	Planned/future action
<p>1</p> <p><i>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.</i></p>	<p>Advisory Committee and Action Plan</p> <p>The Student Sexual Harassment and Assault - Prevention, Reporting and Support Working Party has continued to meet, chaired by the Equity Director with membership of staff and students from across the University.</p> <p>The 2018-2020 Student Sexual Harassment and Assault – Prevention, Reporting and Support Action Plan remains current and listed strategies continue to be progressed.</p> <p>An update on the progress of QUT's 2018-2020 Action Plan was given at the University Executive Committee in April 2019 and May 2020.</p>	<p>The University is planning to continue the Student Sexual Harassment and Assault – Prevention, Support and Reporting Working Party for a further three years.</p> <p>The Working Party will prepare a submission to the Vice-Chancellor to continue the Action Plan from 2021-2023.</p> <p>While QUT notes that there are members of the advisory body from within the University with specialised knowledge of violence prevention and domestic violence, the University will explore an option of inviting an external member for the working party for 2021 onwards.</p> <p>Annual updates to the University Executive Committee and the QUT Council will continue to ensure the Action Plan priorities are implemented and monitored.</p> <p>The public statement released by QUT in response to the 2016 Human Rights Commission survey about sexual assault and harassment will be renewed and endorsement sought from the Vice-Chancellor.</p> <p>Student fact sheets will be made available in print and digital copy in all faculties and divisions across QUT. These fact sheets will be distributed during orientation activities, Open Day, and other relevant events.</p> <p>QUT will explore the option to make the 30 minutes 'Respect and Safety at QUT' online module mandatory for all students.</p> <p>QUT will investigate implementing a facilitator program for key staff to deliver the MATE Bystander Train the Trainer</p>
<p>2</p> <p><i>Universities develop a plan for addressing the drivers of sexual assault and includes education programs, and identifies existing resources and communications campaigns that reinforce key messages</i></p>	<p>QUT has addressed the drivers of sexual assault and harassment with reference to the <u>Universities Australia Guidelines for university response to sexual assault and sexual harassment</u>. Actions taken include:</p> <ul style="list-style-type: none"> - 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 	<p>Student fact sheets will be made available in print and digital copy in all faculties and divisions across QUT. These fact sheets will be distributed during orientation activities, Open Day, and other relevant events.</p> <p>QUT will explore the option to make the 30 minutes 'Respect and Safety at QUT' online module mandatory for all students.</p> <p>QUT will investigate implementing a facilitator program for key staff to deliver the MATE Bystander Train the Trainer</p>

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	<p>processes; and a staff website focussed on first responder protocols, and on behavioural standards.</p> <ul style="list-style-type: none"> - Delivering a 30-minute on-line module is available to all students. The 'Respect and Safety at QUT' module provides an insight into students' rights and responsibilities, problem behaviours, healthy relationships, alcohol and other drugs, and safe bystander intervention. - Delivered MATE Bystander training, a half-day face-to-face module that is provided to hundreds of student leaders and some staff. Embedded targeted messaging in relevant publications and events aimed at cohorts such as higher degree research students (taking into consideration Universities Australia's Principles of Respectful Supervisory Relationships), international, work-integrated learning, study abroad, orientation, clubs/societies, and the like. - Evaluating all training to review its impact on attitudes and behaviours. 	<p>Program. The program will ensure the University can train trainers on demand.</p> <p>Revision of all training currently offered across the University is being undertaken in 2020, in preparation for 2021.</p>
<p>3 <i>Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment</i></p>	<ul style="list-style-type: none"> - A new factsheet has been developed in 2020 to distribute to staff and students about sexual harassment and assault and visibility of reporting. - Relevant websites continue to be updated with information about Discrimination Advisers, Counselling, Security, International Student Services and other internal and community support services to ensure staff and students are aware who to contact for support and reporting processes. - QUT continues to distribute a protocol to all staff and student leaders and other student attending training session on how to respond to students disclosing sexual harassment and assault. 	<p>The Discrimination Advisers will continue delivering staff training on procedures updated in the new <i>Manual of Policies and Procedures (MOPP) A/8.5 Resolution procedures for sexual harassment, sexual assault and discrimination related complaints</i> which provides information and training on reporting processes for sexual assault or sexual harassment disclosures.</p> <p>A new factsheet about sexual harassment and assault, reporting and support will be made available on relevant websites for download and referral. Hardcopies will also be distributed on QUT campuses.</p>

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	<ul style="list-style-type: none"> - QUT continues to deliver communications and training relating to report/support, including for targeted cohorts, as detailed in Recommendation No. 2. - QUT continues with the provision of a security app and other on-campus security services. 	
<p>4</p> <p><i>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.</i></p>	<p>An independent review of the University's Action Plan implementation, including policies and procedures, was undertaken in 2018 with eight recommendations arising. A consequential project, 'Student and Staff Sexual Assault and Sexual Harassment project' was established and the following outcomes were achieved:</p> <ul style="list-style-type: none"> - New Student Sexual Harassment and Assault policy (MOPP A/8.10) and procedures (MOPP/8.5) were developed. The policy and procedures outline the principles governing QUT's approach to preventing sexual harassment and sexual assault and to responding to disclosures and complaints made by staff and students. - Two Discrimination Advisers were appointed to undertake tasks related to the management of student grievances and disclosures. - A new Student Access Plan was developed and implemented during Semester 1, 2020. - A review of record-keeping processes occurred and the University's record keeping system <i>QRecords</i> will be used to store grievance records. 	<p>The Discrimination Advisers will continue to deliver staff training on procedures updated in the new <i>Manual of Policies and Procedures (MOPP) A/8.5 Resolution procedures for sexual harassment, sexual assault and discrimination related complaints</i> which provides information and training in reporting processes for sexual assault or sexual harassment disclosures.</p> <p>Further promotion of the purpose of the Student Access Plan will occur within Faculties, to assist students with academic adjustments during times of significant distress caused by experiences relating to trauma and other experiences of a highly sensitive nature.</p> <p>In late 2020, complaints and disclosure records will commence being transferred to the University's record keeping system <i>QRecords</i>.</p>
<p>5</p> <p><i>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</i></p>	<p>Key student services staff have been identified and undertaken <i>Responding to Disclosures</i> training delivered by BRISSC (Brisbane Rape and Incest Survivors Support Centre). Key staff attending included frontline staff within the library, faculties, and divisions that work with students on a frequent basis. For example, student administrators, administration assistants, lecturers, tutors, learning design staff, and higher-degree research staff.</p>	<p>QUT is investigating two options for an online training module on <i>Responding to Disclosures</i>.</p> <p>Student leaders will be encouraged to undertake <i>Responding to Disclosures</i> training in future.</p>

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<p>harassment and ensure those identified receive appropriate training.</p> <p>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.</p>	<p>The Protocol for Responding to Disclosures continues to be promoted to all staff and student leaders.</p> <p>All disclosures and complaints are reported to the Equity and Wellbeing department and monitored for patterns and issues arising. Improvements in the consistency and comprehensiveness of record-keeping are in progress.</p> <p>Separate confidential reporting logs specifically for sexual assault and sexual harassment disclosure has been established. Monthly reporting of these incidents are communicated to the Vice-President (Administration) and University Registrar and the Executive Director, Student Services and Wellbeing from August 2020.</p> <p>A Complaint Managers Community of Practice was established in February 2020 and meets quarterly to discuss patterns, trends and issues that have arisen as part of the QUT community to improve processes.</p>	<p>Training will continue to be delivered to organisational areas and staff who are more likely to receive disclosures of sexual assault and sexual harassment.</p> <p>In late 2020, complaints and disclosure records will commence being transferred to the University's record keeping system <i>QRecords</i>. The system will be used for storing grievances.</p>
<p>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.</p>	<p>Wait times for Counselling are monitored regularly, with no wait time for urgent matters.</p> <p>A senior counsellor has been identified to take a lead role in matters related to student sexual harassment and assault, and ensure all counselling is trauma informed.</p> <p>All counsellors and welfare officers received a formal training refresher from BRISSC in early 2019.</p> <p>The Manager, Student Counselling is a member of the Working Party and provides regular updates.</p>	<p>QUT will continue to monitor student counselling services to ensure adequate capacity of its counselling services, training, and data collection processes.</p> <p>The University is currently exploring options to upgrade the counselling management system and will ensure any new system enhances the capacity of student counselling services to collect student disclosure data.</p>

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<p>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.</p>		<p>QUT will participate in the next Universities Australia student survey of sexual assault and sexual harassment.</p>
<p>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.</p>	<p>QUT does not own or operate any on or off campus residences but has liaised with key providers of student accommodation and share communications materials and training opportunities.</p>	<p>QUT will continue to liaise with key providers of student accommodation and share communications materials and training opportunities.</p>