

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>The VC’s Advisory Committee on Sexual Misconduct meets twice yearly (most recently in May 2020) and is responsible for overseeing UQ’s strategic approach to sexual misconduct prevention and response and advising on key initiatives. The Committee receives regular updates on data from the SMSU to monitor trends and/or concerns. The Committee is Chaired by the DVCA and includes key UQ (staff and student) and community representatives. The Committee reports directly to the VC.</p> <p>The UQ Strategic Framework and Action Plan for Sexual Misconduct Prevention and Response was released in January 2020 and sets out both our underpinning approach and key actions to be undertaken between 2020-2023. The Framework acknowledges the need to be working across primary, secondary and tertiary levels of prevention to ensure work is not only responsive but also transformative. Underpinning principal of the Framework further highlight</p>	<p>Key initiatives, as outlined in the UQ Strategic Framework and Action Plan for Sexual Misconduct Prevention and Response, are currently being implemented.</p>

	the importance of promoting gender equality and addressing discrimination.	
<p>2</p> <p><i>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</i></p>	<p>UQ Respect was established in 2019 to build on the work conducted by the SMSU around addressing the drivers of sexual assault and sexual harassment. Key initiatives include:</p> <ul style="list-style-type: none"> • Sexual Misconduct Prevention and Response 101 Staff Development Training: focuses on primary prevention and culture change, empowering staff to be active agents in prevention as well as equipping staff with knowledge and skills to respond with compassion to disclosures of sexual assault and sexual harassment. Initial, exploratory evaluation indicated increases in participant perception of playing a role in prevention, and increased confidence in being an ethical bystander and responding to disclosures. This training draws on the Change the Story framework for prevention developed by Our Watch. 	<p>Key initiatives, as outlined in the UQ Strategic Framework and Action Plan for Sexual Misconduct Prevention and Response for 2020 include:</p> <ul style="list-style-type: none"> • Implementation of new online module (completed), strengthening of promotion and exploration of new strategies to ensure students complete the module will continue. • Comprehensive evaluation of new online module to be completed 2021 to inform quality improvement. • Continued implementation of education and campaigns including sexual consent and ethical bystanding. • Implementation of student-led campaign, Respect Is... this will focus on primary prevention and include a number of approaches (including: student writing competition run in collaboration

	<ul style="list-style-type: none"> • UQ Respect Student Training- includes a focus on sexual consent, being and ethical bystander and compassionate response. All UQ affiliated college student leaders receive comprehensive training. College first year residents, UQU Clubs and Societies executive teams, and other identified students groups receive adaptations of this training. This training has a strong focus on identifying and understanding the drivers of sexual assault and harassment and empowering students to be ethical bystanders when seeing or hearing attitudes and behaviours that support and/or condone sexual assault and harassment (e.g. racist, sexist, homophobic ‘jokes’, objectification of women etc.). • Bespoke training with students focusing on primary prevention including discussion circles about sexual consent and respect, and safe online dating facilitated by UQ Respect and external community organisations have been conducted. 	<p>with UQU, student developed animations, and interactive promotions at student events).</p> <ul style="list-style-type: none"> • Implementation of pilot Respectful Supervisory Relationship training using ACGR video resources. • The bespoke UQ module is currently available to staff and we are working on integrating the Universities Australia online module ‘Sexual Assault and Sexual Harassment: What are the drivers and how can staff respond?’ into the UQ staff learning system.
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	<ul style="list-style-type: none">• Student-led ethical bystander campaign, Random Acts of Respect was launched collaboratively with UQU.• Online module, UQ Respect: Sexual Consent, Ethical Bystanding and Compassionate Response, was launched and is being promoted to all students. This training covers the drivers of sexual assault and sexual harassment and aims to provide practical skill development in addressing these.• Student survey designed to capture awareness of support services and perceived tolerance of attitudes that condone or trivialise sexual misconduct. This survey will complement the data collected by the National Change the Course survey and guide our approach and track our progress.• Respectful supervisory relationship information and scenario including in mandatory staff Code of Conduct training.• All training addresses awareness and impact on vulnerable groups including LGBTIQ+, and the need to address societal drivers of discrimination, as	
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	<p>well as ensuring compassionate and considered response and referral for specific groups.</p> <ul style="list-style-type: none"> • Staff within Student Services and other areas across the University have been encouraged to complete the Universities Australia online module ‘Sexual Assault and Sexual Harassment: What are the drivers and how can staff respond?’ 	
<p>3</p> <p><i>Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment</i></p>	<p>The Listen, Support, Refer campaign was implemented across all campuses in August 2019 to support and reinforce the already established resources (UQ Respect website with improved SEO and Help a Survivor Guide). Campaign has strong visibility across campuses and collateral includes:</p> <ul style="list-style-type: none"> • Digital posters/ App Space • Posters • Flyers • Walkway decals • Promotional cards <p>All UQ Respect student and staff training includes a focus on compassionate response and UQ support services and reporting processes.</p>	<p>All-staff to receive a Listen, Support, Refer campaign card to ensure information about support services is readily available.</p> <p>Listen, Support, Refer campaign evaluation is currently underway and outcomes will inform next iteration of the campaign.</p> <p>Student and staff training to continue.</p> <p>Policy support document in the form of a flow chart will be developed and disseminated to students and staff.</p>

	<p>Website continues to be promoted on key collateral provided to students include USBs and tote bags.</p> <p>UQU has included comprehensive information about support and reporting into Clubs and Societies induction and information booklets.</p> <p>All Faculties and colleges have received information on support and reporting to include in induction and handbooks, where appropriate.</p> <p>Sexual Misconduct information on supports and reporting included in mandatory staff Code of Conduct training and Conflict of Interest training.</p>	
<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</i></p>	<p>Sexual Misconduct Policy and Procedures was published in Oct 2017 and was developed with insight from subject matter experts as well as an independent law firm and were aligned to the advice provided by Universities Australia.</p> <p>An internal operational review of the new Sexual Misconduct Policy and Procedures was conducted at the end of 2018, and included input from the student community and the University’s Senate.</p>	<p>Review of the Sexual Misconduct Policy and Procedures will continue in line with University guidelines and schedule.</p>

<p><i>and sexual harassment, to assess effectiveness and make specific recommendations to universities about best practice responses.</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 harassment and ensure those identified receive appropriate training.</i></p>	<p>Students and staff in roles likely to receive disclosures receive training and information in compassionate response and referral (to UQ and external organisations). Key groups include:</p> <ul style="list-style-type: none"> • Student leaders in UQ affiliated colleges • UQU Clubs and Societies executives • Academic and professional staff (via the Staff Development Program) <p>All Heads of School received the Listen, Support, Refer campaign information and collateral to disseminate to all staff.</p> <p>Professional Development session facilitated by external community organisation, Sexual Assault Response Team (SART) at the Royal Brisbane Hospital offered to key staff</p>	<p>The First Responder Network will continue to expand and engage more staff in student-facing roles.</p> <p>Training to student representatives will continue to be enhanced throughout the coming years.</p>

	<p>at Student Services including Counsellors and Student Advisors.</p> <p>The First Responder Network continues to grow and now includes over 50 members including a representative from each Faculty and key organisational units across UQ. First Responders receive quarterly updates with information, research, and reminders. Professional Development opportunities provided as possible/required, including a session by the Sexual Assault Response Team (SART) at the Royal Brisbane Hospital.</p> <p>The training ensures that people likely to receive disclosures are equipped to offer compassionate responses and specific referrals for vulnerable groups and male survivors. Members of the First Responder Network are also encouraged to complete the UQ Ally training.</p>	
<p>6 <i>Universities should ensure that information about individual disclosures and reports of sexual assault</i></p>	<p>Confidential data on incidents of sexual misconduct is collected by the SMSU. The data is monitored monthly and reported to the VC’s Advisory Committee every 6 months. In addition, regular reports are made to the VC and Senate Risk Committees.</p>	<p>The data collection and reporting systems will continue to be reviewed on an ongoing basis and improvements implemented as required.</p>

<p><i>and sexual harassment is collected and stored confidentially and used for continuous improvement of processes.</i></p>		
<p>7 <i>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.</i></p>	<p>The capacity of the SMSU was reviewed in 2019 to ensure it remains adequately resourced. The SMSU includes 4 staff with experience and expertise in complex trauma, specifically related to sexual assault and sexual harassment. Capacity at the SMSU ensures that appointments are generally available at the soonest time convenient for the survivor, requests for support via email or the online portal are responded to within 24 hour and SMSU appointments are unlimited.</p> <p>The full Student Services counselling team completed a masterclass in complex trauma with a focus on sexual assault by Blue Knot Foundation in January 2020.</p> <p>The UQ Counselling and Crisis line continues to ensure students can access immediate support if required.</p>	<p>Professional development for SMSU and general counselling staff will continue. Early indications of the impact of COVID in supporting the student community in this area signal an increase in pressure. These COVID related pressures, coupled with reductions in income, makes future planning challenging.</p>

	The full-time Sexual Assault Response and Prevention Coordinator works with the SMSU team to facilitate student and staff training and support data collection and reporting.	
8 <i>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.</i>	UQ has committed to participate in the second phase of the National survey (and subsequent phases). An internal student survey was implemented to capture awareness of support services and perceived tolerance of attitudes that support and condone sexual misconduct. Phase 1 was conducted in July 2019 and the survey for phase 2 is currently open.	UQ will participate in national surveys. Outcomes from internal longitudinal survey will track progress and inform future initiatives.
9 <i>Residential colleges and university residences should consider implementing report recommendations, and</i>	UQ affiliated colleges maintain a positive and engaged relationship with UQ Respect and the SMSU. College staff regularly attend the Sexual Misconduct 101 Staff Development training and 10 out of the 11 colleges have an identified member of the First Responder Network.	UQ Respect will work to maintain a strong and collaborative relationship with UQ affiliated colleges, providing training and resources, as well as policy support where required.

<p><i>commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.</i></p>	<p>All residents at UQ affiliated colleges participate in training run by UQ Respect and/ or external, community organisations.</p> <p>An independent review of the one UQ-owned residential college (Halls of Residence) was completed in July 2019 and recommendations have been implemented.</p>	<p>The University Senate has a committee to review the relationship between the independent residential colleges and the University and it is hoped that this committee will complete its work in the next year.</p>
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