

AHRC National Survey Action Plan: James Cook University

Ser	Recommendation	Update
Leadership and Governance		
1	<p>Vice-Chancellors should take direct responsibility for the implementation of these recommendations, including decision-making and monitoring and evaluation of actions taken. To assist and advise them in this respect, Vice-Chancellors should have an advisory body within their institution which has responsibility for guiding the implementation of the recommendations made in this report. The advisory body should report directly to the Vice-Chancellor of each university and include representatives from:</p> <ul style="list-style-type: none"> • the university’s senior leadership • the student body • academic staff • residential colleges affiliated with the university • student services, such as: counselling services, medical services and campus security, and • frontline sexual assault services. <p>The advisory body should be responsible for developing an action plan for the implementation of these recommendations. The development of an action plan should involve broad and extensive consultation with all relevant stakeholders from the university community and, where relevant, the wider community. The advisory body should also seek independent expertise where relevant and draw on existing research and best practice. The advisory body should assess and publicly report on the university’s progress towards implementation of these recommendations within 18 months of the release of this report. From then on, public reporting on progress should occur on an annual basis.</p>	<p>This recommendation is also reflected in the Broderick Review, recommendation 3.</p> <p>The University established the Broderick Review Implementation Working Group in late 2017 to support the development and implementation of the Plan of Action in response to the recommendations of the Broderick Review and ensure that activity and outcomes focus on the principles of successful and sustainable change, effective systems and education. The Working Group was co-convened by Professor Sandra Harding AO Vice Chancellor, the Provost Professor Chris Cocklin, and chaired by Emeritus Professor Helene Marsh.</p> <p>The group included staff and student representatives from across the University, and was informed by specialist advice provided by the Sexual Assault Services in Townsville and Cairns.</p> <p>The Group provided support on the development and implementation of an action plan that gave effect to the implementing the 32 recommendations. The Group’s Terms of Reference, and Communiques are available at https://www.jcu.edu.au/safety-and-wellbeing/broderick-review.</p>
Changing Attitudes and Behaviours		
2	<p>Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that:</p> <ul style="list-style-type: none"> • provides students and staff with education about: behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, ‘violence supportive attitudes’ and bystander intervention, and • identifies existing resources and communications campaigns that reinforce key messages of education programs for dissemination to staff and students. <p>Education programs and communications should:</p>	<p>This recommendation is also reflected in the Broderick Review, recommendations 11 – 15 Policy Development and recommendations 27 – 32 around Prevention and Awareness.</p> <p>Substantial work has been completed as part of JCU’s commitment to the <i>Respect.Now.Always</i> Campaign including: revision of the Bullying, Discrimination, Harassment and Sexual Misconduct Policy, Sexual Harassment Procedure and Sexual Assault Procedure; development of a Student Code of Conduct; development and communication around the Safety and Wellbeing website; development of a Sexual Misconduct Report form for better data collection, and</p>

	<ul style="list-style-type: none"> • target all levels of the organisation – current and future students, staff, residential colleges, public transport to/from university, sports clubs, student societies and student unions • be based on best practice and research • be developed and delivered by individuals and/or organisations with expertise in sexual violence prevention • be developed in consultation with university students, and • include measures for evaluating and refining the actions taken. 	<p>training for student facing staff on disclosures by students; significant expansion of the Equity Contact Officer network; and better engagement with the Student Advocates within the Student Association.</p> <p>In addition, there has been the development of mandatory education programs (online and face to face) to the Residential Colleges residents around consent, sexual ethics, gender equity and active bystander behaviours. The <i>JCU Respect: Recognise, Respond, Refer, Report</i> online module (developed with input by sexual assault services, gender equity discipline experts and students) is now compulsory for all staff and students and being implemented in 2019. It covers JCU's Commitment to the Elimination of Sexual Harassment and Sexual Assault, and provides introductory content on recognising a problem (including consent/bystander behaviours), responding to disclosures by others, referring to appropriate support services, and reporting to the University and other agencies.</p>
--	---	--

University Responses to Sexual Assault and Sexual Harassment

3	<p>In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should:</p> <ul style="list-style-type: none"> • widely disseminate information about university reporting avenues to staff and students • widely disseminate information about internal and external services to staff and students, including: university counselling and medical services, campus security, local sexual assault services, police, medical centres, hospitals, counselling services and anti-discrimination agencies • ensure that information about internal and external reporting procedures and support services is displayed clearly, in a logical place(s) on the university website • ensure that information about internal and external reporting procedures and support services is provided to students as part of their orientation into university and to new staff as part of their human resources induction/on-boarding • ensure that information about internal and external reporting procedures and support services is accessible to all students and staff, including: people with disability, people from CALD backgrounds, and • develop relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary. <p>Universities should evaluate the activities undertaken to increase awareness of support services and reporting processes to ensure that these measures have been effective in increasing awareness among staff and students.</p>	<p>This recommendation is also reflected in the Broderick Review, recommendations 11 – 15 Policy Development, recommendations 16 – 18 Response to Survivors, and recommendations 24 and 25 around Monitoring and Evaluation.</p> <p>Posters, flyers, and significant website development has been undertaken around safety and services available to students through Equity and Wellbeing and Security at JCU. Presentations and displays during O'week and Open Days and Sexual Violence Awareness Month reinforce JCU's stance on a safe and respectful environment and services available to students. The Bullying, Discrimination, Harassment and Sexual Misconduct Policy and underlying Sexual Harassment Procedure and Sexual Assault Procedures and the resources on the Safety and Wellbeing website provide clearer and simpler guidance on both formal and informal reporting.</p> <p>Three Sexual Misconduct Officers (SMO) positions have been designated to provide one point-of-contact for staff and students.</p> <p>HR induction has been reviewed to ensure awareness of the ECO network and the role of SMO's. The JCU Respect On-line Module will be mandatory for all staff and implemented in 2019.</p> <p>Relationships are in place with external providers including the Women's Centre, Headspace, the QPS Sex Crimes Unit and the Cairns Sexual Assault Service (amongst others). MOU's have been established with the Townsville and Cairns specialist Sexual Assault Services.</p>
---	---	--

4	<p>In order to ensure that actions taken by universities to prevent and respond to sexual assault and sexual harassment are appropriate, within a year of the release of this report, universities should commission an independent, expert-led review of existing university policies and response pathways in relation to sexual assault and sexual harassment. This review should assess the effectiveness of existing university policies and pathways and make specific recommendations to universities about best practice responses to sexual assault and sexual harassment.</p> <p>In the interim, and at an institutional level, universities should draw on sexual violence counselling expertise to develop and review processes for responding to sexual assault and sexual harassment of students to ensure that they:</p> <ul style="list-style-type: none"> • secure the immediate safety and wellbeing of the individual who has experienced the sexual assault or sexual harassment • are clear and accessible • provide individuals with control over what happens to their report • have the flexibility to suit individual circumstances • provide students with support to continue with their studies • provide specialist support, from someone who has specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors, and • accommodate the needs of students from a diverse range of backgrounds. 	<p>The Broderick Review was commissioned in February and released on 22 September 2017 and responds to effectiveness of policy and best practice as suggested.</p> <p>In addition, JCU has improved its ability to support students as per the recommendation with greater awareness amongst first responders on referral services and support available to students disclosing harassment or assault. The University has a standalone Sexual Assault Procedure and a Sexual Harassment Procedure.</p> <p>JCU's Counselling Service works with the specialist sexual assault support services, to ensure that the needs of students are met with the best possible support. MOU's have been established with the Townsville and Cairns specialist Sexual Assault Services and they have been regular contributors to the Broderick Review Implementation Working Group, and have informed the training that has been developed for all staff and students.</p>
5	<p>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. Universities should ensure that these staff members and student representatives receive training in responding to disclosures of sexual assault and sexual harassment, delivered by an organisation with specialist expertise in this area.</p>	<p>This recommendation is also reflected in the Broderick Review, recommendations 16 – 18 Response to Survivors.</p> <p>The most likely First Responders have been identified with training being provided to them (including first year coordinators, Student Services, Library, academic College and residential College staff, JCU and contracted security staff) and the ECO network specifically referencing disclosures of harassment and assault, delivered by the Counselling Services staff.</p> <p>The <i>JCU Respect: Recognise, Respond, Refer, Report</i> module (developed with input by sexual assault services, gender equity discipline experts and students) is now compulsory for all staff and students and being implemented in 2019. It covers JCU's Commitment to the Elimination of Sexual Harassment and Sexual Assault, and provides introductory content on recognising a problem (including consent/bystander behaviours), responding to disclosures by others, referring to appropriate support services, and reporting to the University and other agencies.</p>

Monitoring and Evaluation

6	<p>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, including:</p> <ul style="list-style-type: none"> • details of the complaint/incident • steps taken to respond to the complaint/incident, i.e.: whether the individual reported to police, whether the perpetrator was moved to a different lecture/tutorial • support or assistance received, i.e.: whether the person received counselling from university services, whether they reported to police, whether they received support from an external sexual assault service • time taken to respond to the report and/or refer the person to support services, and • any feedback provided by the complainant/respondent in relation to the process. <p>Access to this information should be limited to staff members with responsibility for responding to disclosures and reports and those responsible for improving university responses to disclosures and reports. On a regular basis – at least every six months – Vice-Chancellors should be provided with de-identified reports of this data, including any trends or identifiable concerns which arise, along with recommendations for any necessary improvements to processes.</p>	<p>This recommendation is also reflected in the Broderick Review, recommendations 24 – 25 Data, Monitoring and Evaluation.</p> <p>The Chief of Staff (established in 2014) as JCU’s incident Chief Coordinator and a Sexual Misconduct Officer maintains confidential Incident Register which is reported to the Vice Chancellor’s Advisory Committee and the Audit, Risk and Compliance Committee of Council on a 6 monthly basis. Trends identified from this data have been discussed at these Committees and the Behaviour Risk Group (also chaired by the Chief of Staff).</p> <p>The Residential Colleges have adopted the University’s procedures for responding to incidents of Sexual Harassment and Sexual Assault.</p> <p>The University’s Sexual Harassment and Sexual Assault Procedures note the record keeping and confidentiality requirements for these disclosures, reports or complaints.</p>
7	<p>Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:</p> <ul style="list-style-type: none"> • the capacity of university counselling services to respond to students’ requests for counselling in an appropriately timely manner, and • how many university counselling staff have received training in working with sexual assault survivors. <p>As part of this audit, universities should collect data on:</p> <ul style="list-style-type: none"> • the average length of time students are required to wait to see a university counsellor, and • the number of urgent/crisis requests for counselling received. <p>This data should be assessed to determine whether additional counselling services are required to meet the urgent needs of students who have experienced sexual assault or harassment. If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable.</p>	<p>The UNSW Gendered Research Violence Network was commissioned in July 2018 undertake an audit of the Counselling and Wellbeing Services at JCU and the report was received on 5 December 2018. The Plan of Action in response to the 15 recommendations is being finalised.</p>
8	<p>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>This will be coordinated through Universities Australia as a continuance of the <i>Respect. Now. Always</i> Campaign.</p>

Residential Colleges and University Residences

9	<p>In addition to considering the implementation of the university recommendations made in this report, residential colleges and university residences should commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings. This review should consider:</p> <ul style="list-style-type: none">• appropriate responses by a college or university residence to reports of sexual assault and sexual harassment• a trauma-informed and rights-based approach in a situation in which an allegation of sexual assault has been made• the ways that hazing practices and college ‘traditions’ facilitate a culture which may increase the likelihood of sexual violence• the role of alcohol in facilitating a culture which may increase the likelihood of sexual violence• the level and nature of supervision in a twenty-four hour residential setting in which large numbers of young people are living away from home, and• the level and adequacy of training required to equip residential advisors to serve as first responders or in response to matters of sexual assault and harassment.	<p>Dr Sharon McCallum was engaged in July 2018 to undertake this review of the on campus residential colleges and the report was received in November 2018.</p> <p>JCU is responding to the findings and 19 recommendations, and indeed, many have already been acted upon, including the continuation of mandatory consent and other training, enhancing lighting and CCTV to improve security around colleges and halls, and we are improving security on the campus, including additional patrols and the development of a safe walking path. Some of the recommendations raise matters for the private colleges to consider, and JCU will support the colleges as they respond to those recommendations.</p> <p>JCU has worked closely with all residential colleges in response to all the reports and reviews; including the establishment of Memorandums of Understanding with all residential college accommodation providers to adopt the University’s procedures in response to Sexual Assault and Sexual Harassment.</p> <p>The <i>JCU Respect: Recognise, Respond, Refer, Report</i> module is compulsory for all students and being implemented in 2019. It covers JCU’s Commitment to the Elimination of Sexual Harassment and Sexual Assault, and provides introductory content on recognising a problem (including consent/bystander behaviours), responding to disclosures by others, referring to appropriate support services, and reporting to the University and other agencies. It is delivered in conjunction with face-to-face education programs to the Residential Colleges residents around consent (including how this may be impacted by drugs and alcohol), sexual ethics, gender equity and active bystander behaviours.</p>
---	--	---