

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

University name: Macquarie University		
Recommendation no.	Action already taken	Planned/future action
1	<p>Governance:</p> <ul style="list-style-type: none"> • Leadership for the RNA Project at Macquarie comprises of a two-tier governance structure. The governance structure is led by our Vice-Chancellor and comprises of: <ul style="list-style-type: none"> ➢ An <i>Implementation Committee</i> led by two senior University Executives who monitor the progress of the Project, make decisions, and report directly to the Vice-Chancellor; and ➢ A <i>Student Advisory Group</i> and a <i>Staff Advisory Group</i> who support the Implementation Committee by providing advice, consultation and assistance, and are responsible for championing the RNA Project in the Macquarie community. <p>The governance groups meet every two months. The Accommodation Partners Group, which meets quarterly, also provide advice and consultation regarding accommodation partner's initiatives on preventing and responding to sexual assault and sexual harassment to the Implementation Committee.</p> <p>Action Plan:</p> <ul style="list-style-type: none"> • A <i>Respect. Now. Always.</i> Action Plan (2018-2020) has been developed and is due to be launched to the Macquarie Community on Thursday 9 August, 2018. 	<ul style="list-style-type: none"> • Executive sponsors to report annually on their actions and progress of the RNA Action Plan (2018-2020).

	<p>The RNA Action Plan delineates Macquarie University's approach to preventing and responding to sexual assault and sexual harassment experienced by our staff and students. The Plan defines actions in seven key areas:</p> <ol style="list-style-type: none"> 1. Leadership, Governance and Accountability 2. Individual knowledge and skills 3. Support services 4. Policies and procedures 5. University colleges and residences 6. Communication 7. Monitoring and evaluation <p>Macquarie's RNA Action Plan:</p> <ul style="list-style-type: none"> ➤ Was developed after extensive consultation with relevant internal and external stakeholders, and feedback from the RNA governance groups; ➤ Responds to all nine AHRC recommendations, and additional recommendations made by Universities Australia and the Australian Human Rights Centre. It also incorporates recommendations from student and activist-led initiatives, including End Rape on Campus, the Council of Australian Postgraduate Associates, and demands made by Macquarie University's Women's Collective; and ➤ Is informed by national and international examples of best practice. <ul style="list-style-type: none"> • Following the launch on 9 August, a public version of the plan will be made available on our dedicated RNA 	
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	<p>webpage http://mq.edu.au/respect and via the University online learning portal.</p> <p>Collaborative partnerships:</p> <ul style="list-style-type: none"> • Guidance has been sought from, and collaborative working relationships established with, the Northern Sydney Sexual Assault Service and Rape and Domestic Violence Services Australia to ensure that independent expert advice is provided throughout the implementation of the RNA Project. 	
2	<p>Plan for addressing the drivers of sexual assault and sexual harassment:</p> <ul style="list-style-type: none"> • RNA education is the primary cultural change strategy at Macquarie. An RNA education strategy has been developed to build the capacity of the Macquarie community to prevent and respond appropriately to acts of sexual assault and sexual harassment. <p>Our pedagogy is informed by Professor Moira Carmody’s “Sex, Ethics and Young People” decision-making framework, as well as best practice in sexual violence prevention.</p> <p>In session 2, 2018, there will be two face-to-face workshops delivered each week that cover topics including:</p> <ul style="list-style-type: none"> ➤ The definitions and drivers of sexual violence; ➤ Consent, affirmative consent and sexual ethics; ➤ Empower bystander intervention; 	<ul style="list-style-type: none"> • Stand-alone project established to identify the needs of the international student cohort in relation to sexual assault and sexual harassment • Establish a RNA Student Advocate program • Embed a longitudinal monitoring and evaluation framework • Comprehensive RNA communications strategy for both staff and students

	<ul style="list-style-type: none"> ➤ How to respond compassionately to disclosures of sexual assault and/or sexual harassment; and ➤ Where to find internal and external support. <p>The workshops are delivered by our RNA Education Officer, co-facilitated by student educators. The education is available to both staff and students.</p> <p>In addition to the RNA workshops, we have also delivered tailored face-to-face workshops and information sessions to selected student and staff groups with identified needs and risks relating to sexual assault and sexual harassment, including:</p> <ul style="list-style-type: none"> ➤ Higher Degree Research students; ➤ Residential advisors; ➤ Security staff; ➤ Student mentors and buddies; ➤ Staff dealing with administrative procedures, such as student complaints, special consideration, and withdrawal without penalty <p>Consent Matters:</p> <ul style="list-style-type: none"> • Students and staff who attend face-to-face RNA education workshops must first complete the online learning course, <i>Consent Matters</i>. • <i>Consent Matters</i> has been made available to all students and staff via the University online learning portal, with bulk enrolment of all undergraduate students starting Semester 2, 2018. 	
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	<p>Student activities:</p> <ul style="list-style-type: none"> • Provided opportunities and incentives for students to participate in research, training and awareness-raising activities: <ul style="list-style-type: none"> ➤ 3 students engaged as co-facilitators in RNA workshops ➤ PACE internship opportunities created within the RNA team each semester ➤ Student illustrators commissioned by the RNA team to design 5 posters to promote the RNA Project on campus <p>Communications:</p> <ul style="list-style-type: none"> • RNA communications strategy for students which targets attitudes and behaviours germane to sexual assault and sexual harassment has been developed. The communications strategy also aims to increase participation in RNA education offerings and community awareness of support, reporting and complaint-making avenues. <p>Measures for evaluation:</p> <ul style="list-style-type: none"> • RNA evaluation framework has been designed to monitor and assess the effectiveness of the workshops delivered. 	
3	<p>Information disseminated widely:</p> <ul style="list-style-type: none"> • Accessible content and information about support, reporting and complaint-making avenues at the 	

	<p>University displayed clearly via a RNA webpage (http://www.mq.edu.au/respect) and dedicated RNA page on the University online learning portal (iLearn). The RNA iLearn site also contains relevant resources regarding accessing support and options for reporting sexual assault and sexual harassment, and communications campaigns on sexual assault and sexual harassment. iLearn is accessed at least weekly by undergraduate students, and therefore represents an effective means of reaching students</p> <ul style="list-style-type: none"> • A6 RNA cards with information on how to respond to a disclosure of sexual assault and/or sexual harassment and crisis support numbers distributed widely • Information about internal and external support services, reporting options and complaint-making avenues provided to students as part of their orientation into university and to new staff as part of their human resources induction/on-boarding <p>Relationships with external services:</p> <ul style="list-style-type: none"> • Developed and maintained links with relevant local agencies, including Rape and Domestic Violence Services Australia, Northern Sydney Sexual Assault Service and Ryde Police 	
4	<ul style="list-style-type: none"> • Internal review of existing policies and procedures completed and mapped for effectiveness 	<ul style="list-style-type: none"> • Starting in Semester 2, 2018, the RNA team will be running a series of focus groups with students to evaluate if the draft policy is accessible, easily

	<ul style="list-style-type: none"> RNA Policy working group established and a draft stand-alone policy on sexual assault and sexual harassment has been developed 	<p>comprehensible, and meets the needs of students from a diverse range of backgrounds</p> <ul style="list-style-type: none"> Review and improve procedures and pathways in line with UA best practice guidelines Stand-alone policy on sexual assault and sexual harassment to be enacted in 2019 Strengthen the first line of response and reporting channels for HDR candidates
5	<ul style="list-style-type: none"> 200+ staff and student leaders identified in consultation with Macquarie Human Resources, to receive responding to disclosures training by an organisation with specialist expertise 	<ul style="list-style-type: none"> 200+ staff and student leaders to receive responding to disclosures training by an organisation with specialist expertise Provide awareness-raising opportunities for the Macquarie community around responding to disclosures RNA training on responding to disclosures, finding support and reporting and complaint-making avenues available for staff via ELMO, an online staff learning platform
6	<ul style="list-style-type: none"> Information about disclosures, together with actions and support is maintained by Campus Wellbeing, where it is collected and stored confidentially 	<ul style="list-style-type: none"> Explore developing a centralised non-complaint-based reporting system, with consideration of issues related to reliability of data, its use and confidentiality

	<ul style="list-style-type: none"> Information related to reports and complaints is retained by Governance, and focused on recording investigations and outcomes of processes 	
7	<ul style="list-style-type: none"> Independent, expert-led audit of Macquarie's counselling services completed Student Care and Trauma team established to meet the demand of students who may require emergency care 	<ul style="list-style-type: none"> Coordinate specialist training regarding responding to sexual assault and sexual harassment to be completed by all staff offering counselling and psychological services to students via Campus Wellbeing
8	<ul style="list-style-type: none"> Commitment to participate in the <i>National university student survey on sexual assault and sexual harassment</i> at three yearly intervals to track progress in reducing the prevalence of these incidents at a sector-wide level 	<ul style="list-style-type: none"> Macquarie University participation in the next <i>National university student survey on sexual assault and sexual harassment</i>
9	<p>Independent review:</p> <ul style="list-style-type: none"> Supporting our accommodation partners to commission an independent expert-led review of existing systems and factors that contribute to sexual assault and sexual harassment in their settings <p>Policies/procedures:</p> <ul style="list-style-type: none"> Working with our accommodation partners to develop agreed standards regarding responses to sexual assault and sexual harassment impacting Macquarie student residents. This will help to ensure that the policies, procedures and pathways are consistent across all accommodation partners and align with those of Macquarie. It will also assist the University to assist students impacted by events at student residences. 	

	<p>Education:</p> <ul style="list-style-type: none">• Train-the-trainer programme facilitated to residential advisors• Promotion of online learning course Consent Matters and RNA workshops in residential settings• Consent Matters made mandatory in two residential colleges <p>Governance/leadership:</p> <ul style="list-style-type: none">• RNA included as a standing agenda item in all Accommodation Partners Group meetings• Representative student residential advisor from each accommodation partner to join the RNA Student Advisory Group in Semester 2, 2018.	
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