

***Change the course: National report on sexual assault and sexual harassment at Australian universities
Macquarie University 18-month progress report***

Recommendation No.	Action Already Taken	Proposed/Future Action
1	<p>The overall strategic leadership for the <i>Respect.Now.Always.</i> (RNA) project at Macquarie University is provided by the Vice-Chancellor.</p> <p>The Deputy Vice-Chancellor (Academic) and the Director of Human Resources provide joint executive sponsorship and operational oversight of the implementation on identified actions. The <i>Respect.Now.Always.</i> project at Macquarie is supported by a two-tiered governance structure which includes:</p> <ul style="list-style-type: none"> • Student and Staff Advisory groups, which provide strategic advice and recommendations to the RNA project. The Student Advisory group includes students who are: women, LGBTQIA+, Aboriginal and Torres Strait Islander, culturally and linguistically diverse, living with a disability, living in student accommodation, and studying at postgraduate level. The Staff Advisory group includes professional and academic staff. 	<p>Executive sponsors to report on 12-month progress of Macquarie University <i>Respect. Now. Always.</i> Action Plan</p>

	<ul style="list-style-type: none"> • An Implementation Committee which is led by senior University Executives. This Committee monitors progress of the <i>Respect. Now.Always.</i> project, makes project-related decisions, and reports directly to the Vice-Chancellor. <p>Governance groups meet every two months.</p> <p>The Macquarie University <i>Respect. Now. Always.</i> Action Plan (2018-2020) is publicly available at: https://www.mq.edu.au/about/about-the-university/strategy-and-initiatives/strategic-initiatives/diversity-and-inclusion/respect-now-always/RNA-Action-Plan.pdf</p> <p>The Action Plan draws on:</p> <ul style="list-style-type: none"> • all 9 AHRC recommendations • further recommendations made by Universities Australia • UNSW AHR Centre • End Rape on Campus • Council of Postgraduate Associations and • Macquarie University Women's Collective. 	
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<p>2</p>	<p>Macquarie is addressing this recommendation through the following initiatives:</p> <ul style="list-style-type: none"> • Face-to-face workshops: Free face-to-face workshops available for all students. Topics include active bystander intervention, responding to disclosures of sexual violence, understanding sexual violence, and respectful relationships. Workshop content developed in accordance with existing evidence-base and in consultation with students. • Monitoring and evaluation framework embedded to assess the effectiveness of workshops. • Pilot of Peer Education Program, which includes 3 Macquarie University students engaged as co-facilitators in face-to-face workshops <p>Consent Matters:</p> <ul style="list-style-type: none"> • Accessible via Macquarie's learning management system • Completion of Consent Matters is a mandatory requirement for 	<p>Establish RNA Student Advocate Program</p> <p>Scope expansion of Peer Education Program to include members from Sport and Recreation</p> <p>Student-led RNA awareness-raising activities on campus</p> <p>International student education</p> <ul style="list-style-type: none"> • identify the needs of international students in relation to education about sexual assault and sexual harassment • develop education informed by these needs
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	undergraduate coursework students from Session 1, 2019	
3	<p>Information about on and off-campus support services is made available to students through:</p> <ul style="list-style-type: none"> • the <i>Respect.Now.Always.</i> webpage • A6 information cards • the University's learning management system (iLearn) accessible to all coursework students • student designed posters about consent, and where to find support services on and off campus <p>In addition, information is provided to students at Orientation Week and other University-wide activities</p> <p>The University has developed an ongoing relationship with external services such as Northern Sydney Sexual Assault Service</p>	<p>Ensure all ongoing information is widely disseminated and accessible to all students and staff</p> <p>Maintain links with relevant local agencies such as Northern Sydney Sexual Assault service and Rape and Domestic Violence Services Australia</p>

<p style="text-align: center;">4</p>	<p>Policy and associated procedures for student-related sexual assault and sexual harassment have been developed in consultation with a Policy working group, Staff and Student Advisory groups, wider student population, and key staff (such as Campus Wellbeing, Student Advocacy and Support Services, and University General Counsel)</p> <p>As part of the policy development focus groups with students have been held to evaluate the draft policy, ensure it is accessible, easy to understand, and that it met the needs of diverse student cohorts.</p>	<p>To be implemented by May 2019</p> <p>Ongoing accessible communications about policy and reporting pathways</p> <p>Strengthen first line of response and reporting channels for HDR candidates</p>
<p style="text-align: center;">5</p>	<p>Online training on what sexual assault and sexual harassment are, responding to disclosures and support information developed for staff, available via ELMO (staff learning platform)</p> <p>Pilot staff training: 139 staff trained in responding to disclosures, bystander intervention and information about sexual assault/harassment</p>	<p>Scoping for additional staff training</p>

6	<p>Online reporting form developed for the Macquarie University community</p> <ul style="list-style-type: none"> • Includes option to report anonymously or with contact details • Access to information is limited to staff members with responsibility for responding to reports • Patterns and trends to be reported to Macquarie University Executive Group for monitoring and improving safety on campus 	Online reporting to be made available by May 2019
7	Independent expert-led audit of counselling services completed in March 2018	Specialist training in responding to sexual assault and sexual harassment to be completed by all staff offering counselling and psychological services to students via Campus Wellbeing.
8	Commitment to participate in National Survey at 3-year intervals	Macquarie University will participate in the next <i>National university survey on sexual assault and sexual harassment</i> .
9	<p>Education</p> <ul style="list-style-type: none"> • Prior to commencement of Session 1, 2019: 68 Residential 	Support expert-led review of existing systems and cultures for effective

	<p>Advisors will have received training in responding to disclosures, and support information</p> <ul style="list-style-type: none"> • There has been dedicated promotion of Consent Matters in residential settings <p><i>Respect.Now.Always.</i> is a standing item in all Accommodation Partner Group Meetings</p> <p>Student representation from accommodation partners are included in Student Advisory Group</p> <p>Minimum standards regarding response to sexual assault and sexual harassment impacting Macquarie University students developed</p> <p>One accommodation provider (CLV, manager of Macquarie University Village) has completed an expert-led review of CLV properties. Robert Menzies College and Dunmore Lang College are currently undertaking an expert-led review. Other University accommodation providers are currently scoping review requirements.</p>	<p>prevention of and response to sexual assault and sexual harassment.</p>
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