



JAMES COOK
UNIVERSITY
AUSTRALIA

Celebrating
50
YEARS
1970 - 2020

25 August 2020

Ms Kate Jenkins
Sex Discrimination Commissioner
Australian Human Rights Commission
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Dear Ms Jenkins

Thank you for your letter dated 18 August 2020 advising of the Respect@Work report and the series of webinars sharing the findings. You also sought an update of the University's progress against the *Change the Course* Report.

As you note, James Cook University (JCU) provided updates in 2017, 2018 and 2019. The 2019 report advised that JCU had completed or met all the recommendations except for Recommendation 8 - *that 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.* As you may know, the survey was to be released this year, but has been delayed until 2021 due to the COVID-19 impact on the sector. The attached table reflects this update.

JCU continues to deliver on its enduring Statement of Commitment to the Elimination of Sexual Harassment and Sexual Assault, and the website <https://www.jcu.edu.au/safety-and-wellbeing> has recently been reviewed to reflect current training requirements and supports available to staff and students, as well as updated information on cyber and technology-facilitated abuse.

JCU remains deeply committed to the eliminating of sexual harassment and sexual assault, and we are working extremely hard with staff and students to create the safe and respectful environment that our community deserves.

Yours sincerely

Professor Sandra Harding
Vice Chancellor and President

Encl

Cairns

Singapore

Townsville

James Cook University

Recommendation no.	Action taken since last milestone report in February 2019	Planned/future action
<p style="text-align: center;">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>	Completed	JCU has established an enduring Statement of Commitment to the Elimination of Sexual Harassment and Sexual Assault .
<p style="text-align: center;">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>	Completed	Mandatory JCU Respect training is required for staff and students. Related events, see here: https://www.jcu.edu.au/safety-and-wellbeing/jcu-respect-now-always-training-workshops-and-events
<p style="text-align: center;">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>	Completed	Mandatory training for staff and students, workshops held during o'week in residential Colleges. Website recently updated.
<p style="text-align: center;">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>	Completed	Memoranda of Understanding with affiliated and commercial residential Colleges which ensure that the University's policies and procedures apply for issue of sexual assault and sexual harassment are in force and scheduled for renewal in 2021.
<p style="text-align: center;">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>	Completed	Mandatory training for staff and students is in place.

<p style="text-align: center;">6</p> <p><i>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.</i></p>	<p>Completed</p>	<p>As per the Sexual Harassment and Sexual Assault procedures. These procedures are due for review in July 2021.</p>
<p style="text-align: center;">7</p> <p><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>Completed</p>	<p>UNSW Gendered Research Violence Network provided their review report in December 2018 and all recommendations are being implemented. The Student Equity and Wellbeing Case Management Process will be the subject of an Internal Audit in October 2020.</p>
<p style="text-align: center;">8</p> <p><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></p>	<p>Partially completed</p>	<p>Awaiting survey administration in 2021. An independent body was engaged and the survey was due to be piloted in March and released more broadly in September 2020. COVID-19's impact on the sector has meant this will now occur in 2021.</p>
<p style="text-align: center;">9</p> <p><i>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.</i></p>	<p>Completed</p>	<p>Memoranda of Understanding with affiliated and commercial residential Colleges which ensure that the University's policies and procedures apply for issues of sexual assault and sexual harassment are in force and scheduled for renewal in 2021.</p>