

Recommendation no.	Action taken since last milestone report in February 2019	Planned/future action
<p data-bbox="324 256 344 284">1</p> <p data-bbox="165 316 504 874"><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 data-bbox="533 256 1290 344">Leadership for RNA Project governance structure led by the Vice-Chancellor (Project Sponsor).</p> <ul data-bbox="577 368 1301 1350" style="list-style-type: none"> <li data-bbox="577 368 1301 512">• Implementation Committee is led by the Vice-President People and Services and Deputy Vice-Chancellor (Academic) <li data-bbox="577 536 1301 959">• Student Advisory Group includes representatives from cohorts such as: international students, Aboriginal and Torres Strait Islander students, students who are women, LGBTQIA+ students, postgraduate, students living with a disability, culturally and linguistically diverse students, and students living in university accommodation <li data-bbox="577 983 1301 1182">• Staff Advisory group includes staff from areas such as Student Wellbeing, Human Resources, Legal Counsel, Governance, Risk Management, and academic staff. <li data-bbox="577 1206 1301 1350">• Implementation Committee, Staff Advisory Group, and Student Advisory Group meetings held quarterly. 	<p data-bbox="1339 256 2047 504">Executive sponsors at Macquarie to continue to report annually on actions and progress of safety/behaviour initiatives, including initiatives which specifically address sexual harassment and sexual assault.</p>

	<ul style="list-style-type: none"> • Governance of RNA project reviewed annually to assess representation across the University • Session 2, 2020 – student placement project focused on student involvement in RNA governance. • VC report / webinar on RNA Action Plan outcomes as part of Community Week activities, 27 August 2020. <p>Annual project updates provided to Student Experience Committee (a committee of University Council)</p>	
<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</i></p>	<p>Online Education</p> <p>Consent Matters is available via Macquarie’s learning management system. All students receive messaging to complete Consent Matters.</p> <p>Implementation of Consent Matters has occurred through a phased process including:</p> <ul style="list-style-type: none"> • completion on a voluntary basis 	<p>Online Education</p> <p>Consent Matters licence expires in November 2021. We are engaging in sector-wide benchmarking related to online education content, implementation of online education, and discussion about Consent Matters effectiveness. We are also scoping alternative online education.</p>

<p><i>campaigns that reinforce key messages</i></p>	<ul style="list-style-type: none"> • completion communicated as required, with minimal enforcement • exploration of appropriate mechanism for enforcing Consent Matters. <p>Face-to-face/virtual education</p> <p>Workshop content developed in consultation with students and from best-practice research. Topics include:</p> <ul style="list-style-type: none"> • definitions of sexual assault and sexual harassment • respectful relationships • consent • active bystander information • support (internal and external services) and reporting pathways • responding to disclosures. <p>Expansion of Peer Educator program in Session 2, 2019. Peer Educators engaged as co-facilitators and</p>	<p>In particular, we acknowledge that there is further work to be done on effective implementation of mandating, given constraints imposed by current University systems at Macquarie.</p> <p>Face-to-face/virtual education</p> <p>With expansion in University residential capacity, in 2021, we will need to develop a residential life program which includes content related to preventing sexual harassment and sexual assault.</p> <p>Embedding education within the curriculum</p> <p>We are working to pilot providing education relevant to preventing sexual harassment and sexual assault within the academic curriculum, to address barriers to student participation, and enhance relevance to students.</p>
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	<p>co-creators of RNA workshops, with a focus on developing content for international students.</p> <p>Increased student attendance in workshops achieved by embedding training into University programs for students. Student audience has included:</p> <ul style="list-style-type: none">• HDR Mentors• Mentors• Buddies• Sport and Recreation National Athletes• Women’s Collective Executive• Queer Collective Executive. <p>Face-to-face and online workshops include a pre and post survey to assess attitudes, knowledge, and skill self-efficacy related sexual assault and sexual harassment prevention/response (such as bystander intervention and confidence in making referrals to support services).</p>	
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	<p>Workshops moved to online delivery from April 2020, in response to COVID-19 safety measures</p> <p>Resources and communications</p> <p>Undergraduate student placement project focused on development of RNA awareness-raising campaign in Session 2, 2019.</p> <p>Implementation of Student Wellbeing App, which includes support services and reporting information. The app has ability to send notifications to the university community about resources, services, and events.</p> <p>Development of student focused resources focused on:</p> <ul style="list-style-type: none">• Online behaviour• Relationship violence during COVID-19	
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	<p>These resources were distributed via the Student newsletter, student web portal, and can also be provided to students.</p>	
<p>3 <i>Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment</i></p>	<p>Information about support services (on and off campus) and reporting pathways made available to students and staff through:</p> <ul style="list-style-type: none"> • Face-to-face/virtual workshops • Student Care and Reporting webpage • <i>Respect. Now. Always.</i> webpage • MQ Wellbeing App • Policy information sessions • University communication channels such as student and staff newsletters • Information cards which include guidance for supporting someone who discloses and experience of sexual assault or sexual harassment, support service contact information, and reporting pathways, available 	<p>Continue to deliver education which includes information about support services and reporting pathways.</p> <p>Continue to promote awareness of Student Care and Reporting at Macquarie, with students and staff.</p> <p>Maintain links with relevant local support services, such as Northern Sydney Sexual Assault Service and Rape and Domestic Violence Services Australia</p>

	<p>to all students and staff, distributed in education and events</p> <ul style="list-style-type: none"> Disseminating information via student and staff RNA Advisory groups 	
<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 and sexual harassment, to assess effectiveness and make specific recommendations to universities about best practice responses.</i></p>	<p>Student Sexual Assault and Sexual Harassment Policy implemented in Session 1, 2019. The Policy provides a framework for support and reporting pathways relating to incidents of sexual assault/sexual harassment involving students.</p> <p>Staff Sexual Harassment Prevention and Response Policy implemented in Session 2, 2019. The Policy enhances existing Macquarie University policy framework around appropriate workplace behaviours (e.g. Discrimination, Bullying and Harassment Prevention Policy, and Staff Code of Conduct) by placing specific focus on sexual harassment.</p> <p>Commissioned independent review of the Student Sexual Assault and Sexual Harassment Policy completed in July 2020.</p>	<p>Ongoing monitoring and evaluation of policy and procedure.</p> <p>Development of guidelines focused on responding to reports and investigations.</p> <p>Strengthen line of response and reporting for HDR candidates, and students on placement.</p> <p>Incorporate amendments into current policy.</p>

	<p>Macquarie University hosted the Australasian Universities Safer Communities Symposium in August 2020, to lead sector-wide discussion with colleagues from Australia and New Zealand.</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>Northern Sydney Sexual Assault Service training delivered to Women’s Collective and Queer Collective Executive members.</p> <p>Blue Knot Trauma Informed Care and Practice Training in July 2019</p> <ul style="list-style-type: none"> • Level 1 Included staff from key relevant areas such as RNA, Student Wellbeing administration, Student Engagement, Student Advocacy and Support Services, Student Connect, Security, and Accommodation Partners. • Level 2 training for Student Wellbeing psychologist staff 	<p>Ongoing training for students and staff. See recommendation 2 for more detail.</p>

	<p>Staff training, which includes content from Rape and Domestic Violence Services Australia, has been developed by RNA team and Risk and Assurance. Training comprises an online component, delivered by the staff training platform, and a face-to-face component. Due to COVID-19, the face-to-face component is now available to staff via online delivery. Online training is available at any time, face-to-face workshops are offered monthly. We continue to promote this particularly to staff with high levels of student contact.</p> <p>Online module <i>Our Culture: Preventing bullying, discrimination and harassment</i> module launched in September 2019 for all staff. This module is mandatory at onboarding and must be refreshed every 2 years. The module includes information about reporting and support options.</p>	
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<p>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>Student Care and Reporting Network launched in June 2020 - https://students.mq.edu.au/support/care-reporting. This network supports the Advocate online reporting system, and provides a coordinated approach to accessing support, making a report and University responses. It also provides a secure and confidential approach to record-keeping, allows University staff to take a more holistic view of all inappropriate and unwanted behaviour and facilitates a care-centred response for all individuals involved in an incident.</p>	<p>Continue to monitor and evaluate effectiveness of the University's framework for support, reporting, and responding to reports.</p>
<p>7</p> <p><i>Within six months of this report, universities should conduct an audit of</i></p>	<p>Completed in March 2018. The audit included a review of: support referral pathways for students accessing services, services and support offerings to students who seek support following sexual assault/sexual</p>	<p>We will continue to monitor training needs within University student support services, such as counselling.</p>

<p><i>university counselling services to assess adequacy of capacity and training and undertake data collection.</i></p>	<p>harassment, training received by practitioners to assist with responses to referrals relating to sexual assault/sexual harassment, and response times to urgent requests from students.</p>	
<p>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>Commitment to participate in the next National Survey.</p>	<p>Macquarie University has committed to participating in the next national survey on student experience of sexual assault and sexual harassment in Australian universities.</p>
<p>9</p>	<p><i>Respect. Now. Always.</i> is a standing item in all Accommodation Partner Group Meetings.</p>	<p>Ongoing collaboration with Accommodation Partners.</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>Student representatives from accommodation providers are included in Student Advisory Group.</p> <p>Two accommodation providers have conducted an independent review into the experience of their residents, in relation to factors contributing to sexual assault and sexual harassment, and have adopted changes as a result of that review.</p> <p>All accommodation providers have implemented report recommendations, in relation to providing education to residents, and information about accessing support or reporting an incident.</p> <p>All accommodation providers have been informed about the Student Care & Reporting website and encouraged to use it for relevant matters.</p>	
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