

Respect. Now. Always. Taskforce  
Meeting 3/17

MINUTES

27 October 2017

10:00am – 12:00pm

Student Seminar Room, The Hub

**FORMAL MATTERS**

**1. Apologies/Acknowledgements**

We welcomed Loc Le (Preferred name: Logan), as a new member of the RNAT.

We welcomed Mr Richard Best from Marketing and Communications.

Apologies were received from;

Mr Mike Liebelt, Mr Brodie Scott, Ms Céline McInerney, Ms Meg Mackie and Ms Alison Gunning.

**2. Minutes**

The minutes from 29/09 that were circulated Friday 13/10 were accepted.

**3. Actions**

Who?	Action?	Completed?
Executive Officer	Update the RNA section of the Safer Campus Community Website to include Taskforce Information.	✓
Executive Officer	Check and circulate the full EOC report	✓
Executive Officer	Invite a representative from Marketing and Communications to attend Meeting 03.	✓

ACTION ITEM: Seek current flow charts/reporting etc. (Executive Officer)

**UPDATES / DISCUSSION**

**4. Follow Up/Further Information from Meeting 2/17 (Executive Officer)**

- Request PWC internal auditor to increase the scope of the current audit to look at the items listed under AHRC recommendation 7.
  - This has been requested from PwC. Results from the audit will not be available for a few months.
- Contact UA in regards to the timelines expected around the resources they have committed to (Recommendation 7).
  - UA have been contacted, with no response yet – further follow up will be undertaken.
- Provide further information on how discrimination can be reported.
  - Discrimination can be reported on the '[Report an incident](#)' form on the Safer Campus Community page.
- Contact The Office of Research Ethics, Compliance and Integrity (ORECI) regarding gender inclusivity in research and surveys
  - ORECI have been contacted, with no response yet – further follow up will be undertaken.
- Further information to be sought re: policy on students using alternative names.

Discussion	Actions	Progress
<ul style="list-style-type: none"> <li>• Currently students must use the '<a href="#">Change of Personal Details for Students</a>' form which must be accompanied by official documents (i.e. Birth Certificate etc.) for Official Name or Gender Changes.</li> <li>• Preferred name changes must be a derivative of the first name.</li> </ul>	<p>Look at broadening the policy around preferred names.</p> <p>If this is not successful, look more closely at what is required for official reporting and seek to update this (/lobby appropriate parties).</p>	Agreed 27/10

<ul style="list-style-type: none"> <li>Such student details are monitored closely, following Australian national standards to ensure accuracy and consistency of information and correct matching of records.</li> </ul>		
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- Further information to be sought re: policy on gender neutral toilets and other accessible/inclusive facilities from Infrastructure.

Discussion	Actions	Progress
<ul style="list-style-type: none"> <li>Infrastructure have been contacted, with no response yet – further follow up will be undertaken.</li> <li>A list of accessible facilities is currently available online, and could also be added to the Safer Campus Community page.</li> <li>In early 2016, at least 4 accessible facilities were rebadged as All Gender facilities.</li> </ul>	<p>Look at adding All Gender toilets to the official Campus Map.</p>	<p>Agreed 27/10</p>

## 5. Marketing and Website Information (Richard)

Discussion	Actions	Progress
<ul style="list-style-type: none"> <li>Safer Campus Community is in the top 15% of hits for University Websites.</li> <li>There is currently a promo pod on the homepage of the University of Adelaide website.</li> <li>The International Students website is currently being redeveloped, and the Safer Campus Community page can be linked with a culturally sensitive context.</li> <li>Marketing and Communications are able to provide analytics to track clicks, referrals, search phrases etc. and these can be used to shape where and how the Safer Campus Community page is linked.</li> <li>The Safer Campus Community page is designed on Drupal, so is fully responsive to mobile devices etc.</li> <li>Promotion of the Safer Campus Community page will be included in the 2018 Student Guide.</li> <li>Further dates for ALLY training have been released, so there will be more ALLY's in faculties soon.</li> <li>Declan advised that he is meeting with Claudia Szabo (ALLY convener) regarding clubs as ALLYs.</li> </ul>	<p>As suggested by Marketing and Communications;</p> <ul style="list-style-type: none"> <li>Link in Global Footer</li> <li>Link under 'About' on the Mega Menu</li> <li>Promo Pod to remain on the homepage</li> <li>Increase prominence on the 'Current Students' page with an image and short description</li> <li>Use an announcement in Unified, which will then appear in the dashboard</li> </ul> <p>Following an update of the Safer Campus Community page (perhaps early 2018), have an announcement refresh ensuring that students know what kind of content is on the Safer Campus Community page.</p> <p>Safer Campus Community materials to be included in some or all of the following; Orientation activities, Faculty information sessions, first lecture, link/promo at end of online recordings (also consider online resources for those not able to attend O'Week in person).</p> <p>Safer Campus Community desktop image to be displayed globally in lecture theatres and tute rooms.</p>	<p>Agreed 27/10</p>

	ALLY information to be transferred its current location on the HR website, to the Safer Campus Community page.	
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**6. Discuss recommendations and actions in relation to;**

- Social Clubs, Sports Clubs and Student Events

Discussion	Actions	Progress
<ul style="list-style-type: none"> <li>• Sharon recently provided tailored Recognise and Respond training to AUES (Adelaide University Engineering Society) and it was recommended that this is rolled out to all clubs.</li> <li>• Currently clubs must complete a Risk Assessment Matrix for events based on a standard template, it was suggested that this should be updated to include risks such as sexual harassment or sexual assault.</li> <li>• Clubs use pub crawls as their main source of income and to supplement other events. Income is generated through the sale of t-shirts, which cannot be tracked to specific purchasers/end users.</li> <li>• It was noted that all clubs must adhere to the AUU and Brand Licence Agreement.</li> </ul>	<p>Recommend to <a href="#">AUU</a> or the Clubs Committee that Recognise and Respond training is compulsory for all students in a Club leadership role.</p> <p>Provide guiding/support documentation to clubs such as a tailored Risk Assessment Matrix, risk management suggestions (responsible persons, deterrents) and good practice guidelines that include sexual harassment and sexual assault as a risk and outline the link with alcohol. Such documents can include suggestion such as; promoting Safer Campus Community on social media/invites/shirts, using '<a href="#">The Green Team</a>' or '<a href="#">The Red Frogs</a>' type services and endorsing responsible persons on event promotions.</p> <p>Further benchmarking to take place regarding other University student clubs.</p>	Agreed 27/10

- Work Placements and Internships

Discussion	Actions	Progress
<ul style="list-style-type: none"> <li>• Work placements and internships and increasingly becoming part of the curriculum and are most relevant to Nursing, Medicine, Teaching and Veterinary Sciences.</li> <li>• There are increasing concerns re: students going on placements with no requirement for a visit from a University staff member.</li> <li>• <a href="#">Australian Medical Students' Association (AMSA)</a> and Auckland University Medical Students Association (AUMSA) are both looking into this issue.</li> <li>• The Royal Australian and New Zealand College of Obstetricians and Gynaecologists have developed a set of <a href="#">relevant resources</a> and policies.</li> <li>• Pascale advised that it is expected that future changes in Commonwealth Support will</li> </ul>	<p>Seek further information from departments and associations that are already looking at this issue.</p> <p>Further investigate how the University can best communicate its expectations to providers of student work placements and internships both at the organisational level and the coordinator/supervisor level, noting that this could be best achieved as a joint approach from the three major SA unis.</p> <p>Further investigate how best to support students during their work placement / internship including advising them of the reporting mechanisms through the placement provider and also the university, ensuring that they understate that they will be supported in meeting the requirements of their program (i.e. to find another placement etc.)</p>	Agreed 27/10

<p>mean that there is funding for placements which will increase the need for academic supervision, assessment etc.</p> <ul style="list-style-type: none"> <li>Leah advised that the Minister for Health is seeking more information on this issue.</li> </ul>	<p>Include Placement Coordinators and Postgraduate Coordinators in Recognise and Respond training.</p>	
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- Specific Culturally and Linguistically Diverse (CALD) strategies

Discussion	Actions	Progress
<ul style="list-style-type: none"> <li>All agreed that this is an important group to target.</li> <li>This also including Aboriginal and Torres Strait Islander groups.</li> </ul>	<p>Posters and communications should be reproduced in a number of key languages (noting cultural sensitivities and language differences); consider using the Confucius Institute to assist with this as well as training modules, acceptable behaviour information, reporting forms etc.</p> <p>Chinese/Mandarin would be the first additional language.</p> <p>Consider the University's responders and the availability of gender diverse or culturally/linguistically diverse staff that students may have a preference to speak with.</p>	<p>Agreed 27/10</p>

- Colleges / Student Accommodation

Discussion	Actions	Progress
<ul style="list-style-type: none"> <li>It was noted that Kathleen Lumley College may have different needs/views as a Postgraduate only college.</li> <li>Rose reported that a number of colleges nationally are undertaking an independent expert led review as per Recommendation 9 from the AHRC report. Additionally, University Colleges Australia are setting up a working party, chaired by an independent expert to look at good practice regarding policy, training opportunities and how to best work with host universities.</li> <li>All College Heads in SA have completed Recognise and Respond training and two colleges have previously provided first responder and consent training to student leaders. They are currently considering how else to incorporate bystander awareness training and other types of consent training.</li> <li>It is important for the Universities and Colleges to share their</li> </ul>	<p>Further investigate ways of identifying students living out of home and providing additional resources regarding appropriate behaviour, expectations, ways of reporting and seeking University support (regardless of being located off campus).</p> <p>Identify further ways of engaging with commercial accommodation providers that are less organised around culture and community.</p>	<p>Agreed 27/10</p>

<p>policies and procedures to ensure consistency and also to ensure that reporting is consistent and shared at a high level (for reporting, to ensure information is not duplicated etc.). It is also important to ensure that information is shared regarding access to resources and not duplicating mandatory training for students.</p> <ul style="list-style-type: none"> <li>Rose noted that the key issues in colleges have been identified as; Alcohol, Hierarchy and the Prurient interest in other peoples sex lives.</li> </ul>		
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- Public Transport

<b>Discussion</b>	<b>Actions</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>This was a key concern following the release of the AHRC report – due to high numbers of incidents occurring in this environment.</li> <li>External Relations have contacted Stephen Mullighan MP (Minister for Transport and Infrastructure), however he has not been available to meet.</li> <li>It was noted that there is no general messaging about safety visible on buses, trains etc. or on the Adelaide Metro App.</li> </ul>	<p>Consider approaching Study Adelaide to discuss another approach to the transport industry.</p> <p>Ensure that appropriate behaviour messaging clearly includes day-to-day behaviour including on public transport/in accommodation etc. not just what is expected on campus. This messaging will also need to set realistic expectations around what the University can do/influence.</p>	<p>Agreed 27/10</p>

## 7. Any Other Business

Colleen & Rose advised that they are attending a 'Sexual Violence: Positive Prevention and Response, Engaging your University and Community' Epigeum event on Friday 10 November and will be apologies for the next meeting.

## 8. Date of Next Meeting – Friday 10 November, 10 am to 12 pm

**Distribution:**

**Chair**

Professor Pascale Quester, DVCA

**Executive Dean/ Faculty Representative**

Professor Mike Liebelt (Acting)

**Executive Dean/ Faculty Representative**

Associate Professor Suzanne Le Mire

**General Counsel**

Ms Céline McInerney

**Associate Director Student Life**

Ms Colleen Lewig

**Pro Vice-Chancellor - Research Operations**

Professor John Williams

**Director, Human Resources**

Ms Elysia Ryan

**Director - Partnerships & Corporate Relations**

Ms Leah Grantham

**CEO, St Marks College**

Master Rose Alwyn

**Chair, Gender Equity and Diversity Committee**

Professor Deborah Turnbull

**Student Counsellor**

Ms Sharon Lockwood

**President, AUU**

Brodie Scott

**President, SRC**

Mark Pace

**Postgraduate Officer, SRC**

Stephanie Ducker

**Women's Officer, SRC**

Tamsin Anspach

**Student**

Declan Price Brooks

**Student**

Andrew Carter

**Student**

Loc Le (Logan)

**Student**

Alison Gunning

**Student**

Kayla Bremert

**Student**

Meg Mackie

**Student**

Meika Liveris

**Executive Support:**

Natalie Kourtidis, Project Manager & Alice Cameron, Project Officer

14 November 2017

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