

Respect. Now. Always. Taskforce
Meeting 4/17

MINUTES

10 November 2017

10:00am – 12:00pm

Student Seminar Room, The Hub

FORMAL MATTERS

1. Apologies/Acknowledgements

Apologies received from;

Ms Colleen Lewig, Master Rose Alwyn (Ms Raphaela Oest as proxy), Mr Brodie Scott and Ms Alison Gunning

2. Minutes

The minutes from 27 October (which were provided as Attachment A to the Agenda) were accepted.

3. Actions

Who?	Action?	Completed?
Executive Officer	Seek flowchart of reporting process	✓ (Provided as Attachment B to the Agenda)

UPDATES / DISCUSSION

4. Follow Up/Further Information from Meeting 2/17

Alice provided updates on the following items;

- Contact UA in regards to the timelines expected around the resources they have committed to (Recommendation 7).
 - UA are developing a number of online modules that will be provided to Universities in 2018; these include a staff module, student leader module and mental health worker module.
 - Action Item: Seek further information on module content (EO).
 - Best Practice Guidelines have been drafted and are currently being circulated to Universities for feedback.
 - Respectful Relationships material is currently being worked on and will likely be available to Vice Chancellors in April/May 2018.
 - Postgraduate Guidelines have been drafted and are with CAPA and NTEU for comment.
 - UA are planning to hold Best Practice 2 Day Workshops across Australia in 2018 that will include panel discussions, themed topics and external organisations.
 - UA will be contacting VC's shortly regarding a progress report of activities.
 - Action Item: The UA 2018 Higher Education Conference will be held in Canberra in Feb/March 2018 and this presents an ideal opportunity for discussion – seek further information (EO).
- Contact The Office of Research Ethics, Compliance and Integrity (ORECI) regarding gender inclusivity in research and surveys.
 - ORECI have confirmed that they do take gender inclusivity into account, however would welcome additional guidance around this and provided an ANU policy as an example of what is available at other Universities.
 - ANU Policy: https://policies.anu.edu.au/ppl/document/ANUP_000744
 - Action Item: Members to review the ANU policy and determine if the University of Adelaide should develop something similar; Professor Turnbull to raise this with GED.
- Further information to be sought re: policy on students using alternative names.
 - This is being further progressed with Student Administration.

- Further information to be sought re: policy on all gender toilets and other accessible/inclusive facilities from Infrastructure.

Discussion	Actions	Progress
<ul style="list-style-type: none"> • It was agreed that 'All Gender Accessible Toilet' should be used in the legend of the campus map. 	<p>Confirm this with Infrastructure for inclusion on 2018 map.</p> <p>In future, review symbols/icons used to represent 'All Gender' on physical facilities and maps.</p>	Agreed 10/11

5. Open Forum

- Opportunity to discuss any topics/issues that require further consideration or have not yet been raised.

Discussion	Actions	Progress
<ul style="list-style-type: none"> • Céline advised that there were cases of LGBTIQ students being discriminated against in relation to student placements (i.e. students not being accepted for placements based on their sexuality/gender expression etc.). • The group discussed whether the University should have a specific statement on this, or if it falls into the current placement/WHS suite of policies/information regarding student safety. 	<p>Request a copy of what information/correspondence is currently provided to work placement hosts, and review this for where further information about student safety and expectations can be included.</p> <p>As per Action Item # 51 - develop a resource that includes information for students on how they can report incidents regarding finding alternative placements for students experiencing issues.</p>	Agreed 10/11

Discussion	Actions	Progress
<p><u>Flowchart</u></p> <ul style="list-style-type: none"> • The group wished to discuss the flowchart (Provided as Attachment B to the Agenda) in detail, to determine improvements. • It was noted that that the steps need to apply regardless of the timing around reporting (i.e. immediately or 10 years after an incident). • It was noted that it is difficult to add timeframes to the process, as each case is different; and in some cases the process may be suspended if being dealt with by Police etc. (and may be resumed). • It was noted that the flowchart should make it clear that students can access support/counselling and dedicated support people the entire way through the process. • It was noted that an open cases does not impede a student from 	<p>Seek further information from the Behaviour and Conduct Committee (and relevant others) regarding the complaint/reporting process, specifically around communication and progress updates and a clearly articulated rights statement for both victim & accused.</p> <p>Seek further information regarding access to counselling for victim & accused and the management of this.</p> <p>Review flowchart that describes the disclosure/reporting process to ensure the following;</p> <ul style="list-style-type: none"> • Add 3-4 guiding principles • It can be used by both victim & accused • Language is student friendly 	Agreed 10/11

<p>graduating if they meet academic requirements.</p> <ul style="list-style-type: none"> Colleges have own reporting process / flowchart, and it is recognised that at some points there would need to be sharing of information. 		
--	--	--

6. Draft Summary of Actions & Progress

The group agreed to the format of the document (provided as Attachment C to the Agenda), however would like to include a contact email address & the ability for people to provide feedback when it is published online.

7. Any Other Business

A concern was raised regarding International students in accommodation being encouraged/coerced into engaging in illegal work for income. This will be followed up by University staff, however information on this topic is useful to include in International student information (Ref: Action Item #55) or living away from home information.

Leah advised that she is meeting with The Honourable Peter Malinauskas, Minister for Health on 20 December and would like any updates regarding advocacy work from medical students societies in the work placement space.

8. Date of Next Meeting – Wed 29 November, 10 am to 12 pm (Change of date from original schedule).

Meika advised that she is unable to attend the next two meetings, but will send a proxy. Céline, Leah, Elysia all advised they are not able to attend the meeting on 29 November.

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

19 December 2017