

**RESPECT.
NOW.
ALWAYS.**

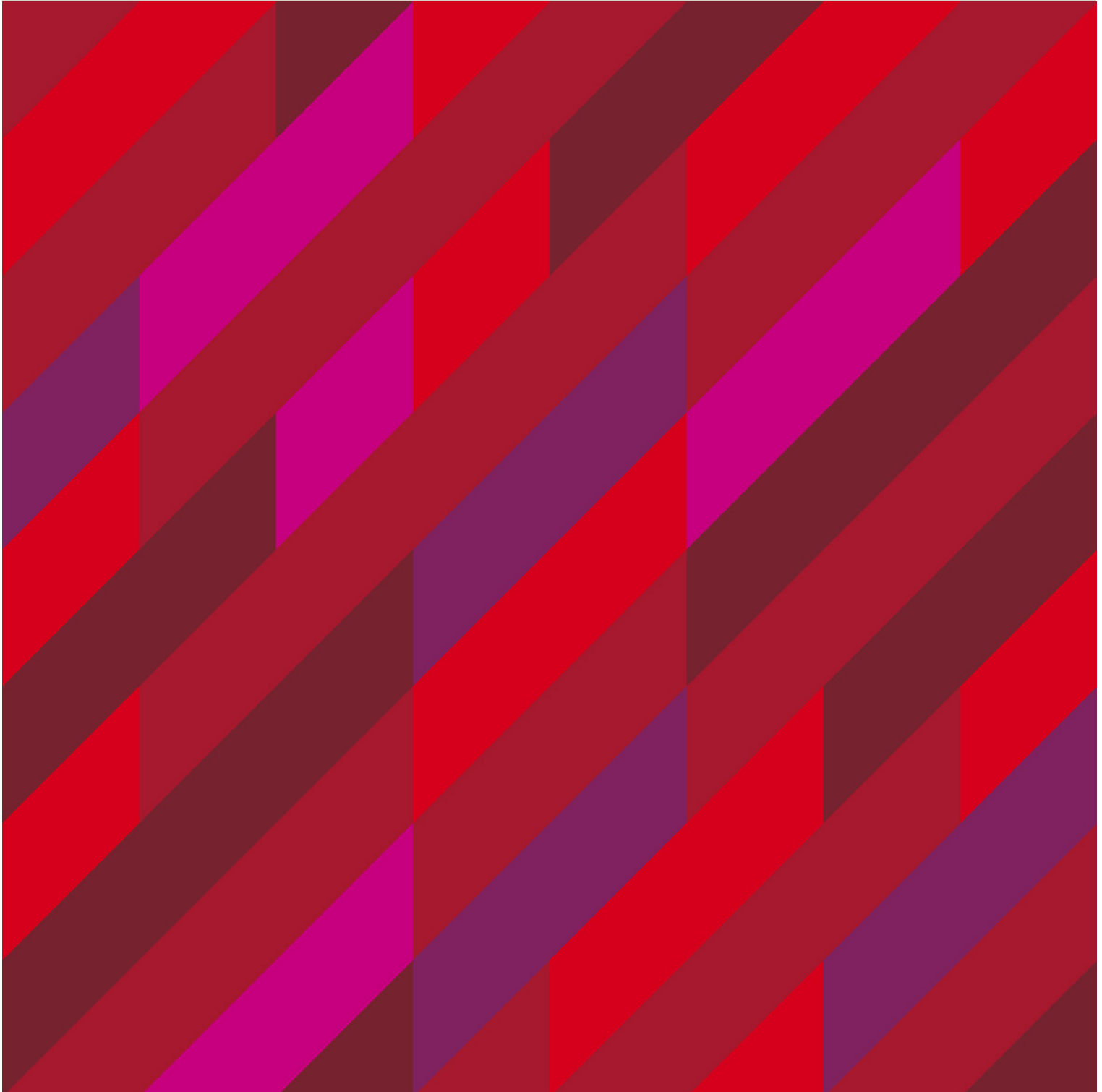


MACQUARIE
University
SYDNEY · AUSTRALIA

Respect. Now. Always.

ACTION PLAN PROGRESS REPORT

AUGUST 2019–AUGUST 2020



RESPECT.
NOW.
ALWAYS.

Help shape
a culture of
safety and
respect at
Macquarie.

mq.edu.au/respect

RNA Foreword

At Macquarie University, one of our greatest assets is our people. Our priority remains on the safety and wellbeing of our students and staff.

Over the course of the last three years, since the release of the Australian Human Rights Commission's Report, *Change the Course*, we have collaborated with students, university leaders, community, and partners to pursue our commitment to ensure our students feel safe, respected, and empowered.

I would like to reaffirm our stance as a University of zero tolerance of all forms of harassment and discrimination, including gender-based harassment and discrimination, sexual assault, sexual harassment, and bullying.

Since our last progress update, important work has been done. Our students, partners and executive sponsors have been vital to our progress. With their help we have improved how we handle and respond to incidents with compassion and person-centred support. We have continued to develop our work on education and awareness. We have adapted to the changing environment and learned that building external networks makes us stronger as a community.

We have realised the importance of continuously closing the feedback loop, to gain a better sense of what is happening, and how it can be improved. Training has been provided to staff in student-focused roles, and student-led peer education activities have been rolled out across campus, to help students and staff recognise and call out unacceptable behaviour and promote positive student wellbeing. Online education about affirmative consent is mandatory for students. As part of our onboarding process for new staff, a new compulsory training module was introduced called Our Culture: Preventing bullying, discrimination, and harassment. A Student Care and Reporting Network was established, supported by significant improvements in how students and staff can seek support or report concerns online. Our Student Wellbeing app was also launched.

Each of these activities reflect incremental steps towards systematic change and long-term action across all parts of the University. Through collaboration, and a shared sense of community, we will continue to see ongoing success of the project.

I would like to thank all our dedicated students, staff, mentors, executive sponsors and our remarkable partner network for their commitment to progress.

Together we will continue to build and sustain a culture of inclusiveness and respect, where students can learn and engage in a safe, unencumbered, and truly transformative way.

Professor S. Bruce Dowton
Vice-Chancellor & President
Macquarie University



Executive Summary

The *Respect. Now. Always.* (RNA) Action Plan launched in August 2018. The Action Plan identifies key actions for Macquarie University to improve organisational and individual capacity to prevent and respond to sexual assault/sexual harassment. These actions span seven (7) areas, informed by recommendations from the Australian Human Rights Commission, Universities Australia, End Rape on Campus Australia, the Council of Australian Postgraduate Associations, and extensive consultation with students and staff. These areas include:

- Leadership, Governance, and Accountability;
- Individual Knowledge and Skills;
- Support Services;
- Policies and Procedures;
- University Colleges and Residences;
- Communication; and
- Monitoring and Evaluation.

This report provides an overview of progress made by the RNA project since August 2019. For information about project progress from August 2018–August 2019, please visit the 12-month update [here](#). Key progress since August 2019 includes:

- Involvement in the development and delivery of the Advocate system, as part of the Student Care and Reporting Network;
- Ongoing implementation of online education (Consent Matters), and face-to-face/virtual delivery of student and staff education
- Development of student-focused communications relating to safety and behaviour concerns and relationship violence during COVID-19; and
- Commissioning an independent review of the Student Sexual Assault and Sexual Harassment Policy

Thank you to everyone who has continued to engage with the *Respect. Now. Always.* project. This work could not happen without the dedication and efforts of our campus community.

NEXT STEPS

The *Respect.Now.Always.* project is one part of Macquarie University's commitment to creating an environment in which all students and staff feel safe, and able to participate fully. Realising this commitment requires ongoing effort.

The *Respect.Now.Always.* project team will continue to work to maintain what has been achieved, and identify further actions required. Our further actions will be guided by our engagement with stakeholders across the University and the results of the next Universities Australia survey of student experience of sexual harassment and sexual assault. The survey has been delayed until 2021 due to COVID-19.

RNA Action Plan (2018-2020)

PROGRESS FROM AUGUST 2019-AUGUST 2020

The table below outlines updates since August 2019 across all 7 areas of the 2018-2020 RNA Action Plan.

1. LEADERSHIP, GOVERNANCE AND ACCOUNTABILITY

AHRC recommendation: Establish an advisory body to develop an action plan to implement AHRC recommendations

MACQUARIE'S ACTION	PERFORMANCE MEASURE	KEY UPDATES
Establish an RNA Project governance structure that is led by the Vice-Chancellor	Appointment of an RNA Implementation Committee, Staff Advisory Group and Student Advisory Group	<p>Leadership for RNA Project governance structure led by the Vice-Chancellor (Project Sponsor).</p> <ul style="list-style-type: none"> Implementation Committee is led by the Vice-President People and Services* and Deputy Vice-Chancellor (Academic) 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 Staff Advisory group includes staff from areas such as Student Wellbeing, Human Resources, Legal Counsel, Governance, Risk Management, and academic staff. <p>*Update made to reflect organisational changes.</p> <p>Implementation Committee, Staff Advisory Group, and Student Advisory Group meetings held quarterly.</p> <p>Governance of RNA project reviewed annually to assess representation across the University.</p> <p>Changes in Executive Sponsorship made to align with organisational changes.</p> <p>Session 2, 2020 - PACE project focused on student involvement in RNA governance.</p>
Establish, maintain and promote collaborative working relationships	<p>RNA team presence at Accommodation Partner meetings</p> <p>Engage in information-sharing among universities</p> <p>RNA team engagement with MQ professional and academic staff</p>	<p>RNA continued presence at Accommodation Partner meetings and welcome events.</p> <p>Participation in staff networks and education focused on primary prevention, and safer communities:</p> <ul style="list-style-type: none"> Organisation of Australasian Safer Communities Symposium 2020, bringing Universities and other relevant professionals from across Australia and New Zealand together to discuss best practice. Member of Tertiary Primary Prevention Network, a national cross-university collaboration network to discuss primary prevention efforts in Higher Education Expression of Interest submitted to participate in pilot education project, coordinated by Our Watch, funded by Australian Government Department of Social Services Members of the Heads of Counselling (HOCS) Network for tertiary education, including participation in the focus group session on RNA implementation.
Senior staff to demonstrate engagement regarding prevention and response to sexual assault and sexual harassment at Macquarie	<p>Attendance at RNA Project meetings and events</p> <p>Active participation in consultation and RNA training opportunities</p>	<p>Executive sponsors present at Implementation Committee Meetings, and RNA events.</p> <p>Executive staff facilitate information sharing in their teams regarding RNA policies and report systems.</p> <p>Director, Student Life involved in development of Student Care and Reporting Network.</p>
Require leaders to report annually on their actions	Executive Sponsors of RNA reporting annually on their actions and progress of the action plan	<p>RNA Action Plan Progress report for August 2018-August 2019 available via the RNA website.</p> <p>Update on action plan progress since August 2019 to be provided in August 2020.</p>

2. INDIVIDUAL KNOWLEDGE AND SKILLS

AHRC recommendation: Education and communication for all staff and students

MACQUARIE'S ACTION	PERFORMANCE MEASURE	KEY UPDATES
<p>Develop an evidence-based learning approach to sexual violence education, which uses a range of delivery methods, available to MQ students. Topics to be covered include:</p> <ul style="list-style-type: none"> • the definitions and drivers of sexual assault and sexual harassment • respectful and healthy relationships • consent and sexual ethics • empowered bystander intervention • responding compassionately to disclosures • internal and external support services. 	<p>Attendance at workshops delivered to MQ students, with embedded evaluation mechanisms to measure effectiveness</p>	<p>Student-centred approach to education which includes online and face-to-face delivery options.</p> <p>Workshop content developed in consultation with students and from best-practice research.</p> <p>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><i>Session 1 2020</i> – Student focused resource development, focused on:</p> <ul style="list-style-type: none"> • online behaviour • relationship violence during COVID-19.
<p>Deliver face-to-face workshops for selected student groups with identified needs and risks relating to sexual assault and sexual harassment, such as:</p> <ul style="list-style-type: none"> • Higher Degree Research candidates • International students • Sport and Recreation student leaders. 	<p>Attendance at workshops delivered to targeted MQ students, with embedded evaluation mechanisms to ensure effectiveness</p>	<p>Increased student attendance in workshops achieved by embedding training into University programs for students.</p> <p>Student focused face-to-face training:</p> <ul style="list-style-type: none"> • Number of student participants • Session 2, 2019: 86 • Session 1, 2020: 101 (Note: The onset of the COVID-19 pandemic, and the resulting rapid transition to online learning and teaching at the University, disrupted usual provision of face-to-face workshops with students as expected for Session 1, 2020. Sessions were moved online, facilitated via Zoom, and this likely impacted engagement and participation rates among students. <p>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> <p>Workshops moved to online delivery from April 2020, in response to COVID-19 safety measures.</p>

MACQUARIE'S ACTION	PERFORMANCE MEASURE	KEY UPDATES
<p>Consent Matters online learning course made available to all students and staff, via an iLearn RNA portal</p> <p>Explore mandating Consent Matters for students</p>	<p>Significant proportion of students complete Consent Matters</p>	<p>Consent Matters is available via the RNA Community Unit on iLearn.</p> <p>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 • Completion communicated as required, with minimal enforcement • Exploration of appropriate mechanism for enforcing Consent Matters. <p>Consent Matters Completions:</p> <p><i>Session 2, 2019</i></p> <p>Note: Completion data pertain to the period of 1 July 2019 to 31 December 2019 (inclusive).</p> <ul style="list-style-type: none"> • Number of students messaged: 16124 • Number of students completed¹: 2602 • Student completion rate: 16.1 • Number of staff completed²: 31 <p><i>Session 1, 2020</i></p> <p>Note: Completion data pertain to the period of 1 January 2020 to 31 July 2020 (inclusive).</p> <ul style="list-style-type: none"> • Number of students messaged: 22126 • Number of students completed¹: 5130 • Student completion rate: 23.2% • Number of staff completed²: 43 <p>¹While the system is capable of generating a certificate of completion, students must make the choice as to whether or not they generate and download that certificate for themselves.</p> <p>²Consent Matters is incorporated into a number of staff-focused programmes that have an impact on student experience at Macquarie – notably the HDR Supervision Enhancement Program. This, in part, accounts for staff engagement.</p> <p>Ongoing sector-wide benchmarking and discussion about Consent Matters implementation.</p> <p>There is further work to be done on effective implementation of mandating, given constraints imposed by current University systems.</p>
<p>RNA training developed for all staff via online staff learning platform. The online content developed will reflect recommendations from an organisation with specialist expertise in sexual violence prevention and response</p>	<p>Significant staff uptake of online RNA training</p>	<p>Online training, which includes content from Rape and Domestic Violence Services Australia, has been developed by RNA team and Risk and Assurance.</p> <p>The online training is supported by face-to-face training. Due to COVID-19, the face-to-face component is now available to staff via online delivery.</p> <p>Staff-focused face-to-face training on responding to disclosures:</p> <p><i>Session 2, 2019</i></p> <ul style="list-style-type: none"> • Number of staff participants : 39 <p><i>Session 1, 2020</i></p> <ul style="list-style-type: none"> • Number of staff participants: 23 <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>

MACQUARIE'S ACTION	PERFORMANCE MEASURE	KEY UPDATES
<p>Conduct an assessment in consultation with Macquarie Human Resources to identify key staff in student facing roles and student leaders to receive responding to disclosures and vicarious trauma training. Selected staff in student-facing roles with identified needs and risks related to responding to disclosures and reports of sexual assault and sexual harassment may include:</p> <ul style="list-style-type: none"> • Student Wellbeing staff • security officers • staff dealing with administrative procedures such as student complaints, special consideration, and withdrawal without penalty • UBAR staff 	<p>Significant uptake by staff of online RNA training</p> <p>Staff with student-facing roles and student leaders receive further training developed by an organisation with expertise in sexual violence prevention</p>	<p>See RNA Action Plan Progress report for August 2018-August 2019 for more information.</p>
<p>Provide awareness-raising opportunities for staff around responding to disclosures</p>	<p>Staff participation and engagement in responding to disclosures awareness education</p>	<p>Information about the Student Policy, supporting students and reporting incidents provided to staff in student-focused roles across:</p> <ul style="list-style-type: none"> • Faculties • UBAR • Sports and Recreation • Student Connect. <p>Training for staff in relation to behaviour and sexual harassment, has been developed and implemented by Human Resources.</p>
<p>Establish improved understanding of the needs of the international student cohort in relation to sexual assault and sexual harassment</p>	<p>Standalone project delivered with student assistance that responds to identified needs of the international student cohort</p>	<p>See RNA Action Plan Progress report for August 2018-August 2019 for more information.</p>
<p>Promote opportunities and incentives for students to participate in research, training and awareness-raising activities</p>	<p>Students engaged as co-facilitators in RNA workshops</p>	<p>See RNA Action Plan Progress report for August 2018-August 2019 for more information.</p>
	<p>PACE internship opportunities created within the RNA team each semester</p>	<p><i>Session 1 2020</i> – PACE Undergraduate Project focused on experience of students who identify as trans or gender diverse, on campus</p> <p><i>Session 2 2020</i> – PACE Project focused on student governance and engagement with RNA Project</p>
	<p>RNA Student Advocate Program established</p>	<p>Peer Educator program expansion has meant that Advocate program will be reconsidered for implementation.</p>
	<p>RNA workshops credited as part of the GLP</p>	<p>Scoping of workshops credited through GLP and Australian Higher Education Graduation Statement (AHEGS).</p> <p>RNA workshops credited as part of Macquarie University Mentors Program.</p>
	<p>Student-led RNA awareness-raising activities held on campus</p>	<p>Increase in student-led RNA initiatives such as Peer Education program and PACE projects.</p>

3. SUPPORT SERVICES

AHRC recommendation: Audit of university counselling services. Improve awareness of support services

MACQUARIE'S ACTION	PERFORMANCE MEASURE	KEY UPDATES
Conduct an independent, expert-led audit of Macquarie counselling services	Independent, expert-led audit of counselling services completed	See RNA Action Plan Progress report for August 2018-August 2019 for more information.
Create a student care team to meet the demand of students who require emergency care	Student Care and Trauma team established	See RNA Action Plan Progress report for August 2018-August 2019 for more information.
Coordinate specialist training for counselling staff	Specialist training in responding to sexual assault and sexual harassment to be completed by all staff offering counselling and psychological services to students via Student Wellbeing	See RNA Action Plan Progress report for August 2018-August 2019 for more information.
Develop relationships with external services to enable referral of students to services where necessary	Developed and maintained links with relevant local agencies, such as R&DVSA, NSSAS and Ryde Police	Ongoing relationship building and engagement with external services, such as Northern Sydney Sexual Assault Service.
Improve staff and student knowledge of internal and external support services available relating to sexual assault and sexual harassment	Improved knowledge of referral pathways to Student Wellbeing among staff and students Improved knowledge of referral pathways to external supports among staff and students	RNA information sessions for staff and student focuses workshops includes referral information for Student Wellbeing. Distribution of RNA information cards which includes guidance for supporting someone who discloses an experience of sexual assault or sexual harassment, contact information for Student Wellbeing and external support services. February 2020 Development and Implementation of MQ Student Wellbeing app, which includes links to support services and reporting information for students and staff. Student Sexual Assault/Sexual Harassment Policy/Procedure and Guide includes information for internal and external support: <ul style="list-style-type: none"> Includes information for diverse student groups who are part of the Macquarie student community.

4. POLICIES AND PROCEDURES

AHRC recommendation: Independent review of policies and pathways in relation to sexual assault and sexual harassment

MACQUARIE'S ACTION	PERFORMANCE MEASURE	KEY UPDATES
Develop effective policy coverage	Develop and enact a single sexual assault and sexual harassment policy	June 2020: Commissioned independent review of the Student Sexual Assault and Sexual Harassment Policy.
Review and improve procedures and pathways, updated in line with UA best practice guidelines	<p>Existing pathways for managing reports and complaints mapped and assessed for effectiveness</p> <p>First line of response and reporting channels for HDR candidates strengthened</p> <p>Procedures revised and/or developed to respond to reports and complaints of sexual assault and sexual harassment; procedures must safeguard the safety and wellbeing of the individual, must be easily understood, easily accessed, refer to specialist support, and offer flexibility</p>	<p>Monitoring and evaluation of the effectiveness of our University framework for support, reporting and responding to reports is ongoing. This occurs through seeking feedback from users of internal University support and report mechanisms on timeliness, effectiveness of response and outcomes. This information will also be used to evaluate the Student Sexual Assault/ Sexual Harassment Policy and Procedures.</p> <p>June 2020: Student care and reporting network launched. This network supports the implementation of the Advocate system, which provides a coordinated approach to accessing support, making a report, and University responses.</p>

5. UNIVERSITY COLLEGES AND RESIDENCES

AHRC recommendation: Residential colleges and university residences should commission an independent, expert-led review.

MACQUARIE'S ACTION	PERFORMANCE MEASURE	KEY UPDATES
Promotion of online learning course Consent Matters and RNA workshops in residential settings	Significant uptake in Consent Matters by residents	<p>Robert Menzies College:</p> <ul style="list-style-type: none"> Consent Matters Compulsory for all incoming students <p>Dunmore Lang College:</p> <ul style="list-style-type: none"> Online completion of Consent Matters made compulsory from 2017 (all new enrolments) Online induction module which includes orientation to the College facilities, people, values & expectations, where to get help, meeting Residential Advisors In Orientation all new students attend 'Playing Right' provided by CSU. 'Putting Youth in the Picture' by A. Donaldson Bystander Ethics Online Reporting Forms – Anonymous and with contact details Residential Advisors completed RNA training Residential Advisors completed 'Supporting students in distress and mental ill-health' with Student Wellbeing <p>Herring Road Apartments and Dayman Apartments:</p> <ul style="list-style-type: none"> Students are encouraged to complete the Consent Matters course as part of their arrival process. Accommodation Services staff complete Consent Matters course. Residential Advisor's attend face-to-face RNA training <p>Morling Residential College:</p> <ul style="list-style-type: none"> Active Bystander Intervention and Responding to Disclosures Training completed with RAs and incorporated into induction training. <p>Macquarie University Village:</p> <ul style="list-style-type: none"> Residents required to undertake online induction program, which includes modules relating to expected behaviour and how to make a report of sexual assault or sexual harassment
Assist accommodation partners to develop agreed standards regarding responses to sexual assault and sexual harassment impacting Macquarie student residents	Minimum standards regarding accommodation provider responses agreed Policies, procedures and pathways from all accommodation partners that align with those of Macquarie	<p>Dunmore Lang College:</p> <ul style="list-style-type: none"> Bullying and Harassment Policy Sexual Harassment and Sexual Assault Policy Social Media Policy Privacy Policy <p>Morling Residential College:</p> <ul style="list-style-type: none"> Sexual Assault and Sexual Harassment Policy is being drafted. Upon completion, will be sent for external comment. Developed with input from MQU. Online portal for the anonymous reporting of incidents is also being developed. <p>Macquarie University Village:</p> <ul style="list-style-type: none"> Incidents of sexual assault and sexual harassment will be addressed according to policies and procedures

MACQUARIE'S ACTION	PERFORMANCE MEASURE	KEY UPDATES
<p>Deliver a train-the-trainer program to residential advisers</p>	<p>Train-the-trainer program facilitated to residential advisers</p>	<p>Robert Menzies College:</p> <ul style="list-style-type: none"> • Training attended by Deans and two Residential Advisor's in February 2020 then delivered to Residential Advisors and Duty Officers <p>Dunmore Lang College:</p> <ul style="list-style-type: none"> • Dean and Assistant Dean completed Train the Trainer course in February 2020. <p>Iglu:</p> <ul style="list-style-type: none"> • Iglu delivers 'BuILD' (Bystander, Leadership and Disclosures) training for Residential Leaders at the beginning of each semester <p>Morling Residential College:</p> <ul style="list-style-type: none"> • RNA Train the Trainer program completed by MRC staff (RAs plus office staff). <p>Macquarie University Village:</p> <ul style="list-style-type: none"> • Key team members have undertaken first responder training, and this will continue to be rolled out.
<p>Support accommodation partners to commission an independent, expert-led review of existing systems and culture for the effective prevention of and response to sexual assault and sexual harassment</p>	<p>Independent, expert-led review of the factors that contribute to sexual assault and sexual harassment in their settings commissioned</p>	<p>Robert Menzies College:</p> <ul style="list-style-type: none"> • Converge International review of handling incidents and procedures final report received August 2019. Emailed to all current residents and parents. Made available to alumni. • All-college meeting held to discuss the findings and recommendations of the report. All recommendations implemented by December 2019. • Report available on website here <p>Dunmore Lang College:</p> <ul style="list-style-type: none"> • A survey of students and parents was run by an external provider in partnership with RMC. <p>Morling Residential College:</p> <ul style="list-style-type: none"> • Morling College campus wide Sexual Assault and Sexual Harassment Taskforce developed to review the policy. • List of support services available across a range of institutions has been developed by the Pastoral and Spiritual Care Worker. <p>Macquarie University Village:</p> <ul style="list-style-type: none"> • Review of policies and ongoing training program for staff and Residential Assistants is being implemented
<p>Other initiatives</p>		<p>Dunmore Lang College:</p> <ul style="list-style-type: none"> • Integrated student programme of workshops, presentations, support structures and information provided to students.). All first year/incoming students (2019) complete the CSU workshop: Playing Right. <p>Robert Menzies College:</p> <ul style="list-style-type: none"> • RNA posters up in college • VC welcome in O-week • National Association of Australian University Colleges bystander training in O-week • Responding to Disclosures of Sexual Violence training for Residential Advisors, Duty Officers, Student Executive and option for all staff • Regular reporting to RMC Board's Risk Committee <p>Macquarie University Village:</p> <ul style="list-style-type: none"> • All staff completed Sexual Assault and Sexual Harassment First Responder Training and Information Sessions conducted by the Gendered Violence Research Network.

6. COMMUNICATION

AHRC recommendations: Communications for staff and students which target attitudes and behaviours germane to sexual assault and sexual harassment. Provide information about university reporting avenues to staff and students.

MACQUARIE'S ACTION	PERFORMANCE MEASURE	KEY UPDATES
<p>Increase community awareness of the RNA Project, sexual assault and sexual harassment prevention and response at Macquarie</p>	<p>RNA communications strategy for staff and students developed</p> <p>RNA represented at MQ community events</p> <p>Student-illustrated RNA posters developed and distributed</p> <p>RNA information presentations facilitated to staff across MQ</p> <p>RNA included into HR onboarding processes and student orientation</p>	<p>Ongoing RNA presence at MQ community events such as O-week, RE: Conception, and Macquarie Essentials night, and attendance at community events such as accommodation provider events (eg Macquarie University Village Orientation, Morling Residential College Welcome event), Student Group awards.</p> <p>RNA Information sessions presented to Academic departments around the University.</p> <p>RNA information sessions included in orientation for MQ and MUIC students and included in training for mentors and buddy programs.</p> <p>Respect. Now. Always. Community Unit iLearn site available for staff and students, focused on information about Consent Matters.</p> <p>Website information expanded to include information about how to report sexual harassment and sexual assault, and education available.</p> <p>Annual RNA updates provided to Macquarie University Student Experience Committee.</p>
<p>Increase community awareness of RNA-related policies, procedures and pathways</p>	<p>RNA website content regularly reviewed and updated</p> <p>Digital content added to increase visibility of Student Wellbeing</p> <p>Video outlining staff responsibilities and expectations in relation to responding to disclosures developed and widely disseminated</p> <p>Sexual assault and sexual harassment policy communicated to the MQ community in a format that is accessible to all staff and students, including: people from culturally and linguistically diverse backgrounds and people living with disability</p> <p>Reporting obligations and decision-making thresholds communicated clearly to the University community</p>	<p>Website content updated to ensure that it is easy to find information and launch site for reporting a concern to the University.</p> <p>Policy and Procedure Support and Report face-to-face information sessions delivered to faculties/departments across the University, and all Accommodation Partners.</p> <p>MQ Wellbeing App implemented which has ability to send notifications to the university community (7000+ users) about resources, services, and events.</p> <p>Further work to be done in relation to increasing awareness of Student Care and Reporting Network at MQ.</p>

7. MONITORING AND EVALUATION

AHRC recommendations: Evaluate activities to ensure that they have been effective in increasing awareness among staff and students. Collect information about individual disclosures and reports of sexual assault and sexual harassment. Universities should engage an independent body to conduct the National University Student Survey on Sexual Assault and Sexual Harassment at three-yearly intervals.

MACQUARIE'S ACTION	PERFORMANCE MEASURE	KEY UPDATES
Design a long-term monitoring and evaluation framework to assess the RNA Project and education workshops	Longitudinal monitoring and evaluation framework embedded	Ongoing monitoring and evaluation tools embedded in workshops (detailed information in section 2).
Explore developing a centralised non-complaint-based reporting system, with consideration of issues related to reliability of data, their use and confidentiality	Report submitted to the RNA Implementation Committee for review	June 2020: Student care and reporting network launched. This network supports the implementation of the Advocate system, which provides a coordinated approach to accessing support, making a report, and University responses.
Commitment to participate in the next National University Survey on Sexual Assault and Sexual Harassment	Participation in the next national University survey on Sexual Assault and Sexual Harassment	Macquarie University has committed to participating in the next national University survey on Sexual Assault and Sexual Harassment. Due to COVID-19, the next National Survey has been postponed.

Macquarie University
NSW 2109 Australia
E: respect@mq.edu.au
mq.edu.au/respect



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