

## Fact sheet: measures to combat sexual assault and sexual harassment at JCU

JCU launched the enduring [Statement of Commitment to the Elimination of Sexual Harassment and Sexual Assault](#) in 2018. The Statement declares the University's commitment to strengthen gender equality and play its part to create a safe and respectful environment.

### Key Review:

In February 2017, JCU engaged former Sex Discrimination Commissioner Elizabeth Broderick AO to comprehensively review the University's sexual harassment and sexual assault policies and procedures, as well as the University's culture. JCU adopted all of the recommendations of the **Broderick Review**, which was publicly released in September 2017.

- A Broderick Review Implementation Working Group operated across 2018 to support the development and implementation of the Plan of Action in response to the recommendations of the Broderick Review.
- The working group comprised of staff and students provided an important forum for ensuring a coherent and systematic approach to addressing sexual harassment and sexual assault is embedded across all areas and levels of the University.
- The University committed to the delivery of the recommendations by embedding a priority in the JCU University Plan 2018 – 2022: *Foster an inclusive workplace where we accept and value diversity through the implementation of the Respect Now Always and Broderick Review action plans.*

### Resources:

JCU's [Safety and Wellbeing website](#) provides information, resources, and contacts for anyone who experiences bullying, discrimination, sexual harassment or assault, including an online reporting form and the support services available for students (internal and external to the University).

The **JCUSafe app** was rolled-out in study period 1 2022. The user-friendly app links students and staff to emergency contacts, support services, emergency plans, and allows JCU to broadcast information about critical incident bulletins to staff and students. It features:

- Emergency calling capability to either the Security Control Room or emergency services
- Mobile "BlueLight" emergency button with location share allowing a user to inform Security of their location in an emergency while also opening up a phone call to the Control Room to send information in real-time.
- 'Friend walk' location sharing with a contact, such as a parent or friend, via SMS, email, messenger etc.
- Virtual walk-home location sharing with the Security Control Room in the cloud dashboard

- Suspicious activity reporting capability by email, photo, or video
- Information for sexual assault, mental health, counselling and disability services
- Direct access through the app to the Make A Report website for sexual assault and sexual harassment
- Chat capability where users can chat with the Security Control Room in real-time for assistance

JCU launched the [MySafety Website](#) in Study Period 1 2022. The website is for students who are worried about something that has happened during sex, or who are concerned about their relationships, or a trying to help a friend.

### **Security:**

The University provides a high level of security across its campuses, 24 hours a day, including regular vehicle and foot patrols by a team of well-trained and equipped uniformed officers, as well as an extensive CCTV camera network. The security service provides escorts after-hours from buildings to car parks or on-campus accommodation for students and staff who have particular concerns, on request.

The CCTV camera system and lighting network have been upgraded and expanded following a review of security at JCU's campuses. The review assessed patrolling, the coverage of the CCTV camera network, amongst other issues, and JCU's followed Crime Prevention through Environmental Design principles (CPTED) to guide security upgrades.

There has been an LED lighting upgrade on the Bebegu Yumba Campus (Townsville) in recent years, which includes the Education Central area, nearby bus stop, and access to residential colleges along James Cook Drive. 24/7 CCTV footage has also been expanded along these routes and in the library. The Verandah Walk and new bridges across the creek as part of that Walk now provide expanded lighting to and from the library.

### **Partnerships - Specialist Sexual Assault Services:**

JCU has strong partnerships with the specialist Sexual Assault Services in Townsville and Cairns, underpinned by Memorandums of Understanding. These specialist services are part of an integrated service response supporting JCU staff and students impacted by sexual violence

JCU actively participates in and supports the specialist services to promote awareness raising activities, including during Sexual Violence Awareness Month.

- 2021 - JCU has hosted screenings with discussion of [The Bystander Moment](#). The documentary explores the role of bystanders, especially friends, teammates, classmates, and co-workers—in perpetuating sexual harassment, sexual assault, and other forms of gender violence. The film also gives special attention to the peer culture dynamics -- that help to normalise sexism and misogyny while silencing other men in the face of abuse.
- 2020 - Reclaim the Night events in Townsville and Cairns

- 2019 - JCU hosted the *Tears Tell Stories* artwork. The art was created by Karen Doolan. Nina Funnell, anti-sexual assault advocate and author presented at The John Flynn College, and winner of 2017 Walkley Our Watch award, Bri Lee the author of [Eggshell Skull](#), gave the Colin Roderick Memorial Lecture and Melinda Tankard Reist delivered the lecture *Sexuality, Porn Culture, Relationships and You!* for residential college students.
- 2018 - JCU hosted the '[What were you wearing](#)' art installation, curated by the Townsville Sexual Assault Support Service, on the Townsville Campus. It also participated in the *Lifting the Lid on Institutional Sexual Abuse Forum* held by the Cairns Sexual Assault Service.

### **Partnerships - Residential Colleges:**

JCU also has Memorandums of Understanding with all the Residential Colleges.

JCU works closely with the Residential Colleges on our campuses. There is one shared reporting and response pathway that is used by JCU and the Residential Colleges. Our shared commitment is facilitated through regular meetings of the University's Behaviour Risk Group. An external review of the Residential Colleges undertaken in November 2018 further informed the Residential Colleges' actions around alcohol and events, and perceptions of physical safety on campus. The Colleges are actively involved in contributing to policy and procedural changes, and engaging in measures to prevent sexual assault and harassment.

From 2018, students at JCU's residential colleges participate in a compulsory workshop each year they live on campus. These include:

*Respectful Relationships Workshops – New Residential Students* is a 2 hour practical, interactive workshop that explores issues of gender relationships and sexuality, consent and ethics in contemporary Australian society. The training busts some common myths about sexual harassment and assault – and equips students to set boundaries on their own and other people's behaviours – as active participants and bystanders. Training is held across different sessions during O-Week and Week 1 and 2 of Study Period 1.

Returning students attend the "*Let's Talk Respect*" JCU Respect workshop, which runs every second year (2021,2023) with alternative panel discussion formats held in 2022 and 2024. All students who have lived on campus for more than one year attend this session.

Residential Leaders complete the *JCU Respectful Relationships Workshops – Student Leaders* and learn how to provide strong leadership in setting high expectations for behaviour in their residential college community, and also how to refer people to the right supports and make a report if needed. Further practical training is also provided on *How to Make a Report*.

### **Partnerships - Student engagement:**

The JCU Student Association is committed to student safety, and have been strong supporters of the JCU Respect suite of activities. The JCUSA applies JCU's policy and procedures for responding to sexual misconduct, and is proactive in providing opportunities and support for its elected Councillors, and executives of Clubs and Societies to undertake their responsibilities, particularly

with risk assessment for events. JCUSA Advocates assist students to connect with the university's support and reporting and complaint procedures as required.

The JCU Respect Student Reference Group comprises interested undergraduate and postgraduate students, including residential college students, who help develop and deliver relevant content and resources in Respectful Relationships workshops, some of whom organise activities in their own capacity. An example of the kind of resource created is the ['Who Am I'](#) bystander video.

### **Support Services:**

The key message for all staff and students is that they can talk confidentially with a [Sexual Misconduct Officer](#) about any matter that is causing concern – no matter how big or small the issue might seem. This ensures that responses can be victim-centred and trauma informed. Any person can talk directly with a Sexual Misconduct Officer, or a Sexual Misconduct Officer can provide advice and support to any Equity Contact Officer, Residential Assistant, or any other person, who might be supporting someone who is impacted. These key positions mean that people affected have a single point of contact and only have to tell their story once.

JCU provides a free and confidential counselling service for students and staff. Priority appointments are made available to students who may need support, and the University has expanded the availability of same-day counselling for students. JCU works closely with the specialist Sexual Assault Support Services in the community to provide integrated referrals to specialist support services for people impacted by sexual violence.

JCU has also increased the number of **Equity Contact Officers** across JCU. Equity Contact Officers are often the first point of contact for staff and students who experience any form of bullying, discrimination or harassment, and are based on the Townsville, Cairns, and Mount Isa campuses. Officers are trained by the Queensland Human Rights Commission and provide information to staff and students on matters regarding discrimination and harassment and bullying.

### **Policies, Procedures, and Reporting:**

The University's policy and procedures regarding bullying, discrimination, harassment and sexual misconduct has been revised, providing clearer guidance on acceptable behaviour and issues of consent and the responsibilities within the University on these matters.

JCU has streamlined and improved the University's internal reporting procedures. This includes an online reporting form that has clear guidelines for staff and students to report an incident and features a reminder on mandatory reporting of any assault involving persons under 18 years of age.

Specific procedures for how the University responds to sexual assault and sexual harassment have been approved and are available [here](#). These procedures take a victim-centred and trauma-informed approach. The safety and wellbeing of staff and students is paramount, and the procedures provide detailed information on the roles and accountabilities of staff in responding to these incidents and the accommodations and precautionary measures that are available to staff and students.

The University's Field Trip procedure has also been amended to reflect the University's commitment that field trip leaders are responsible for monitoring the working environment to ensure acceptable standards of conduct (as required by JCU Staff and Student Codes of Conduct). This includes not creating an environment which may increase the risk of sexual harassment and sexual assault (e.g. safe consumption of alcohol where allowable); treating all reports or complaints on matters affecting the health and safety of participants seriously; and taking immediate action to resolve or escalate the matter.

JCU's Conflict of Interest policy and procedures also make clear that sexual or romantic relationships between staff and students are never acceptable.

### **Prevention Activities:**

The JCU Respect online module is compulsory for all staff and students. The module provides introductory content on recognising a problem (including basic consent/bystander behaviours), responding to disclosures by others, referring to appropriate support services, and reporting to the University and other agencies.

2019 saw the implementation of the JCU Respect online module for all staff and on-campus residential students. In 2020, the module was implemented for all students on Australian Tropical campuses.

### **Other training workshops:**

**JCU Respectful Relationships Workshops – Higher Degree Research Candidates** is a compulsory, practical, interactive workshop that explores issues of gender, power, relationships, consent and ethics in contemporary Australian society, with particular relevance to HDR candidates. The workshop addresses issues of sexist behaviours, sexual harassment and assault, and equips you to recognise and respond to situations within the research environment.

**JCU Respectful Relationships Workshops – Higher Degree Research Advisors** is a compulsory, practical, interactive workshop that explores issues of gender, power, relationships, consent and ethics in contemporary Australian society, with particular relevance to research supervision. The workshop addresses sexual harassment and assault, safeguarding practices, and adviser obligations to ensure a safe and respectful research training environment

Training is also provided for Equity Contact Officers and first responders on the response and referral mechanisms under the University's procedures.