

2023 annual report

Sexual misconduct prevention and response



Acknowledgement of victim-survivors

We acknowledge the strength and resilience of those who have experienced sexual violence, and other forms of gender-based violence.

We recognise our responsibility to shape a culture of consent, to support victim-survivors within our community, and to contribute to a growing violence prevention evidence base.

We further recognise that, in doing this work, we have a responsibility to listen to victim-survivors, and ensure their voices and knowledge are central to our response.

Content warning

This report contains content relating to sexual misconduct, including de-identified data from reports of sexual misconduct made to the University. If you would like to speak with someone for support, you can contact one of the following services:

Support services

UQ Respect

W respect.uq.edu.au

E uqrespect@uq.edu.au

UQ's Employee Assistance Program (EAP)

W staff.uq.edu.au/information-and-services/health-safety-wellbeing/mental-health/eap

T 1300 307 912

1800 RESPECT

T 1800 737 732



Acknowledgement of Country

The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which UQ operates.

We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country.

We recognise their valuable contributions to Australian and global society.

A Guidance Through Time by Quandamooka artists Casey Coolwell and Kyra Mancktelow.



Contents

Acknowledgement of victim-survivors	Inside cover
Content warning	Inside cover
Acknowledgement of Country	3
Introduction	4
2017–2022 background and context	5
Governance	5
Policies and procedures	5
Strategic Framework for the Prevention and Response of Sexual Misconduct	5
Sexual Misconduct Support Unit (SMSU)	6
UQ Respect	6
First Responder Network	6
2023 progress at UQ	7
VC’s Advisory Committee and working groups	7
Respect at UQ module	7
Events and activations	7
For Crying Out Loud campaign	7
Ethical Bystander campaign and training	7
Training	8
Advocate portal	8
Disclosure form	8
Training completions in 2023	8
Managing formal reports and disclosures at UQ	9
UQ’s Complaints Management Committee (CMC)	9
Student respondent formal report	10
Staff respondent formal report	10
Investigation and outcomes	10
2023 formal reports and disclosures of sexual misconduct	11
2023 formal reports	11
Investigation outcomes	11
Incident type	12
Formal report locations	12
Gender of victim-survivors	13
2023 disclosures	13
Support provided by the SMSU	14
2024 next steps	15
Strategic framework and action plan	15
Education and training	15
Campaigns and events	15
Transparency and accountability	15
Communication plan	15
Appendices	16
Definitions	16
Sexual misconduct prevention and response timeline	17
Key outcomes from VC’s Advisory Committee and working groups	18

Introduction

The University of Queensland (UQ) is committed to cultivating a safe, respectful, and inclusive culture for students, staff and other members of our community. We have undertaken significant work to improve our organisational response to sexual misconduct following the 2017 Australian Human Rights Commission (AHRC) report, which highlighted significant rates of sexual misconduct on Australian university campuses.

We have made significant structural and policy changes since that time to ensure victim-survivors have access to more timely and appropriate systems of support.

This response is led by the **Sexual Misconduct Support Unit (SMSU)**, which is made up of trained specialist staff who provide support and information for those reporting sexual misconduct, including access to academic and other reasonable adjustments supporting survivors in their academic and community pursuits.

UQ Respect supports coordination and awareness of the SMSU and drives UQ's approach to prevention through education and awareness campaigns, and student and staff focused training.

Our Strategic Framework and Action Plan for Sexual Misconduct Prevention and Response 2020–2023 recognises that preventing sexual misconduct requires action from all levels of our community.

In 2024, we have commenced broad consultation on our next Action Plan as we want to build on our unique potential to create change through shaping broader social norms across Australia.

While progress has been made, UQ acknowledges that more must be done to reduce the impact of this societal problem within our own community.

Crucial to any action plan is both transparency and accountability. This is our first formal reporting on the prevention and response to sexual misconduct within our community. While we have published data on sexual misconduct on our website since 2019, this report reinforces our commitment to robust and transparent monitoring and documenting of our progress.

Professor Deborah Terry AO

**Vice-Chancellor and President
The University of Queensland**

2017–2022

Background and context

In 2017, the AHRC released results from a national study highlighting significant rates of misconduct on university campuses across Australia. The report focused on inadequate university responses and support systems for students experiencing sexual misconduct.

This report was followed by a National Student Safety Survey (NSSS) in 2021 to provide updated data on sexual misconduct rates at Australian universities. The results indicated an ongoing need to increase efforts in addressing student safety on campus, with a specific focus on initiatives that reduce incidences of sexual harassment and sexual assault.

In response to these 2 reports, UQ has focused on programs and initiatives that make our campuses safe and respectful environments and ensure students have access to timely and adequate systems of support.

Governance

In 2018, the University established the Vice-Chancellor's Advisory Committee on Sexual Misconduct: Prevention and Response to guide and oversee the work being done in this space across UQ. Chaired by the Vice-Chancellor, this group includes senior leaders from across the University and reports on a quarterly basis to the Vice-Chancellor and the Vice-Chancellor's Risk and Compliance Committee, and the Senate Risk and Audit Committee. The VC's Advisory Committee makes recommendations on strategic approaches, considers subject matter expert feedback and recommendations, and provides direction to the working groups.

In June 2022, in response to the release of the 2021 NSSS results, the University's governance structure was refined and strengthened with the addition of working groups, each with its own area of expertise, to focus on actioning university priorities for sexual misconduct prevention and response.

Policies and procedures

The **Sexual Misconduct Policy**, effective as of 20 December 2021, outlines the principles and key requirements governing UQ's approach to preventing, addressing, and responding to sexual misconduct. The policies and procedures, available for all staff and students via the University's Policy and Procedure Library, reflect UQ's commitment to promoting and fostering an environment that is safe, respectful and free from all forms of sexual misconduct.

In 2024/25, UQ will actively review the policies and procedures relating to sexual misconduct, including the Staff Code of Conduct and Sexual Misconduct policy and procedures to ensure they reflect UQ's expectations.

Strategic Framework for the Prevention and Response of Sexual Misconduct

In 2019, UQ released a Strategic Framework for Sexual Misconduct Prevention and Response. The Framework draws on recommendations and guidelines from the AHRC and national and international organisations working to prevent sexual misconduct and support gender equality. Evidence highlights the importance of using a public health framework that ensures action across primary, secondary and tertiary prevention for addressing violence, including sexual misconduct.



Sexual Misconduct Support Unit

Established in 2017, the **SMSU** is comprised of trained specialist staff who provide support, advice, and counselling to members of the UQ community. The SMSU counsellors provide support to survivors of sexual misconduct regardless of when or where the incident occurred. Students who are survivors of sexual misconduct receive counselling support from the SMSU for the incident, available for the duration of their studies. Staff are able to access counselling support through the Employee Assistance Program (EAP). Students and staff are able to access academic and workplace adjustments. Information and support on reporting options and referrals to other services available can be provided by SMSU counsellors, who can also facilitate support through any of these processes.

UQ Respect

UQ Respect is a health, awareness and education promotion program run through Student Services. Established in 2019, the program engages the UQ community in promoting respect, equality, and safety on campus and in the wider community. UQ Respect provides a range of online and in-person **training** to students and staff covering topics such as consent, healthy relationships, ethical bystander interventions, power dynamics, safe event planning, responding to disclosures and trauma informed practices. UQ Respect also develops **campaigns** that build awareness and activations to engage the community in meaningful discussions addressing drivers of gendered violence and supporting change.

First Responder Network

The **First Responder Network (FRN)** was established in 2019 to equip staff with the skills needed to provide a safe and supportive environment for survivors of sexual misconduct. The FRN is comprised of members of the UQ community who have received training from UQ Respect to provide inclusive, trauma informed responses to disclosures of sexual misconduct, and to provide victim-survivors with information about their support and reporting options. To date, the network has 120 members, across every faculty, all 10 of UQ's affiliated residential colleges, UQ Sport, UQ Union and most organisational units and institutes.

In 2024, the FRN is undergoing an evaluation and review to determine its efficacy to date, and its future direction.

2023

Progress at UQ

VC's Advisory Committee and working groups

In June 2023, the University conducted a review of the structure and goals of the VC's Advisory Committee on Sexual Misconduct: Prevention and Response and its associated working groups. As a result, the Prevention, Response, Evaluation, LGBTQIA+s Consultative, and Aboriginal and Torres Strait Islander Consultative groups were consolidated into 3 working groups, which focus on Coursework Students, Higher Degree Research (HDR) students, and Staff. This revised structure allows the specific needs of these groups to be addressed and ensures that UQ maintains a transparent, responsive, and inclusive approach that promotes safety across our richly diverse community.

Throughout the year, the committee and working groups have continued to oversee the **Strategic Framework and Action Plan**, which articulates our objectives, recognising the importance of a 'whole of organisation' approach. Work has commenced on drafting the 2024–2027 Action Plan. This framework will link effectively with the UQ Gender Equality Action Plan (GEAP) 2023–2025.

Key outcomes of the VC's Advisory Committee and working groups are appended to the report.

Respect at UQ module

The Respect at UQ online module was successfully piloted with Summer Semester 23/24 students and was mandated for all current and incoming coursework students from Semester 1, 2024. The module was created in 2020 to strengthen students' skills and understanding of sexual consent, ethical bystander interventions, responding compassionately to disclosures and awareness of support services available to them, and was evaluated in 2021. The module was redeveloped in 2023 in consultation with subject matter experts and students.

Events and activations

UQ Respect's **'Take Action, Be an Ethical Bystander!'** campaign was launched as part of Sexual Assault Awareness Month in April.

During Sexual Violence Awareness Month in October, UQ Respect and the UQ Union's Women's Collective invited students to write messages of support and resilience for victim-survivors of sexual misconduct, and to contribute to the Women's Collective's respect and consent community mural.

The third UQ Sexual Misconduct Prevention Forum was held in November 2023 with the theme *"Where to from here?" Progressing the Prevention of Gender-Based Violence at UQ*. This annual event has become an important one in the calendar, bringing together the community and partners to develop skills and encourage innovative approaches in the prevention and response to sexual misconduct at the University.

For Crying OUT Loud

For Crying Out Loud campaign

The **For Crying Out Loud** campaign was launched in Semester 2 to educate community members on forms of violence experienced by LGBTQIA+ communities. The campaign was developed with input from students and staff, in collaboration with the UQ Union. Community members can access digital resources including screensavers and slides for inclusion in lectures and tutorials. The campaign artwork was created by artist Samuel Leighton-Dore.

Ethical Bystander campaign and training

As part of the **Take Action, Be an Ethical Bystander!** campaign, UQ Respect developed a face-to-face 2-hour workshop to enable participants to safely intervene if they witness harmful behaviour, with a focus on case studies within a university context. To date, 121 UQ and UQ-affiliated staff have completed the workshop, with increased offerings for staff in 2024. Ethical bystander training has also been embedded into UQ Respect's student education program, including face-to-face workshops and the online Respect at UQ module.



Appropriate workplace behaviour training re-launch

The Appropriate Workplace Behaviour Module for Staff was updated and relaunched in 2023 and explores underpinning legislation, how to identify inappropriate behaviour and where to find support if witnessing or experiencing these behaviours.

HR training

To ensure Human Resources (HR) staff have the knowledge and understanding to support our workforce in preventing and responding effectively to sexual misconduct, a bespoke training was developed. This was rolled out in October 2023 with 80% of the HR Client Partnering team attending.

Advocate portal

The University's new online complaints management system (Advocate) went live on 3 April 2023, allowing members of the UQ community and the broader public to submit complaints, including formal reports of sexual misconduct, via an **online form**. It replaces legacy systems and streamlines the complaints management processes across the University, providing a coordinated approach to complaints and misconduct. Advocate can be used to submit concerns including student grievances and misconduct, staff misconduct, bullying, discrimination, harassment, research misconduct and fitness to practice.

This more coordinated approach to the submission and management of all complaints, including complaints of sexual misconduct, strengthens our complaints data for reporting purposes.

Disclosure form

In addition to the Advocate complaints management system, UQ also implemented a new disclosure form in April 2023 for members of the UQ community and broader public to disclose incidents of sexual misconduct they have experienced, witnessed, or been told about. Disclosures do not initiate a formal investigation. The form allows people to report incidents anonymously if they wish or provide their contact details for a member of the SMSU to reach out to them to provide information and offer support for their experience. People who chose to provide an anonymous report to the University can provide their contact details without identifying themselves if they would like to be contacted by the SMSU about support and reporting information.

In 2023, there were 31 disclosures through the form, 19 from survivors and 12 third-party reports. Of the forms submitted, 22 were from students, 8 from staff (including 3 from members of the First Responders' Network) and one from an alum. Of those, 9 reporters chose to remain anonymous (5 survivors and 4 third-party reporters).

Training completions in 2023

Staff training 2023	
Training	Attendance
Preventing sexual misconduct in the university context	49
Responding to sexual misconduct in the university context	45
Ethical Bystander training	121
Placement supervisor/ coordinator training	264
Trauma-informed decision making	26
Sexual harassment and sexual assault: what are the drivers and how can staff respond module	1319
Total	1844

Student training 2023	
Training	Attendance
Residential college leaders	229
Residential college residents	999
Gatton students	196
Pre-placement students	90
UQ Union Clubs & Societies	39
UQ Residences	15
Faculty societies	14
Translational Research Institute bespoke	17
Respect at UQ module – Previous version:	1046
– Updated version:	3355
Health Promotion Ambassador	30
Total	6030

Managing formal reports and disclosures at UQ

Action is taken in line with the University's disciplinary framework. UQ cooperates with police and other external agencies and reports matters where appropriate.

People may make a written or verbal formal report to the University via:

- the HR Division or their supervisor
- the Academic Services Division
- the **SMSU**
- **UQ's complaints and appeals webpage (Advocate portal).**

Formal reports (complaints) of sexual misconduct and sexual harassment related to employees are handled in accordance with both the UQ's Complaint Management Policy and the Sexual Misconduct Policy.

UQ's Complaints Management Committee (CMC)

The CMC is responsible for making decisions about how complaints of a serious nature, including sexual misconduct, should be managed. The CMC meets fortnightly, or as otherwise required. Its members are the Provost (the Chair); the Chief Human Resources Officer (CHRO); the Director, Workplace Relations; the Director, HR (Client Partnering); and the Director, Integrity Unit (IU).

The Academic Registrar attends CMC meetings when student matters are being considered. The CMC may refer an allegation of sexual misconduct against a UQ staff member or student to the IU, HR, Student Conduct and Grievance Resolution unit (SCGR) or an external investigator.





Student respondent formal report

Sexual misconduct amounts to 'general misconduct' within the Student Disciplinary Framework. When a formal report is submitted against a student, it is received by the Academic Registrar and immediate acknowledgement is sent to the person who made the report with information on support services available. The Academic Registrar considers immediate actions that may be required for the person making the report and the subject of the report. The formal report is reviewed by the Associate Director Student Conduct and Integrity and referred to the CMC and IU or SCGR for investigation.

Staff respondent formal report

Sexual misconduct can amount to 'misconduct' or 'serious misconduct' within the Staff Disciplinary Framework. When a formal report is made against a staff respondent, it is received by the CHRO and IU. An acknowledgement is sent to the person making the report with information about support services. The CHRO considers immediate actions that may be required for the person making the report and the subject of the report and refers the report to the CMC for review, where it can be allocated to the IU or Workplace Relations/Client Partnering for investigation.

Investigation and outcomes

An investigation is carried out and an investigation report and recommendations provided to the Associate Director Student Conduct and Integrity for student matters, or the CHRO for staff matters. For students, if the Associate Director decides to action a formal misconduct process, the case is then progressed by SCGR in line with the Student Disciplinary Framework. For staff, the CHRO considers further action, including initiating a formal misconduct process in line with the Staff Code of Conduct.

At the conclusion of all formal report investigations, the reporter will be provided with outcome advice to the extent outcomes are able to be disclosed, having regard to the welfare and safety of the persons involved and subject to UQ's obligations. This advice will be provided in writing and the reporter will be offered the opportunity to discuss the outcome advice in a face-to-face meeting (with a support person present).

2023

Formal reports and disclosures of sexual misconduct

This Annual Report includes disclosures and formal reports received by the University in 2023.

Individuals may make formal reports or disclosures to the University.

Formal reports and disclosures may be provided for experiences that occur within the UQ or broader community.

A formal report is an official statement regarding sexual misconduct. A formal report triggers an investigation by the University into the alleged conduct of the respondent which may lead to a disciplinary process being undertaken.

Individuals may disclose sexual misconduct. A disclosure may form the first step prior to a formal report being made. Most disclosures UQ receives come via the SMSU.

UQ maintains a trauma-informed approach in responding to all formal reports and disclosures.

Unless specified, the following data relate to formal reports and unique disclosures of sexual misconduct which may have involved multiple people and/or multiple locations. The data reported is based on the information that the survivor/reporter has provided and, in some cases, may be incomplete.

Data obtained from various systems across the University have been reviewed to ensure no duplications.

2023

Formal reports

There were 25 formal reports of sexual misconduct reported within the UQ community in 2023.

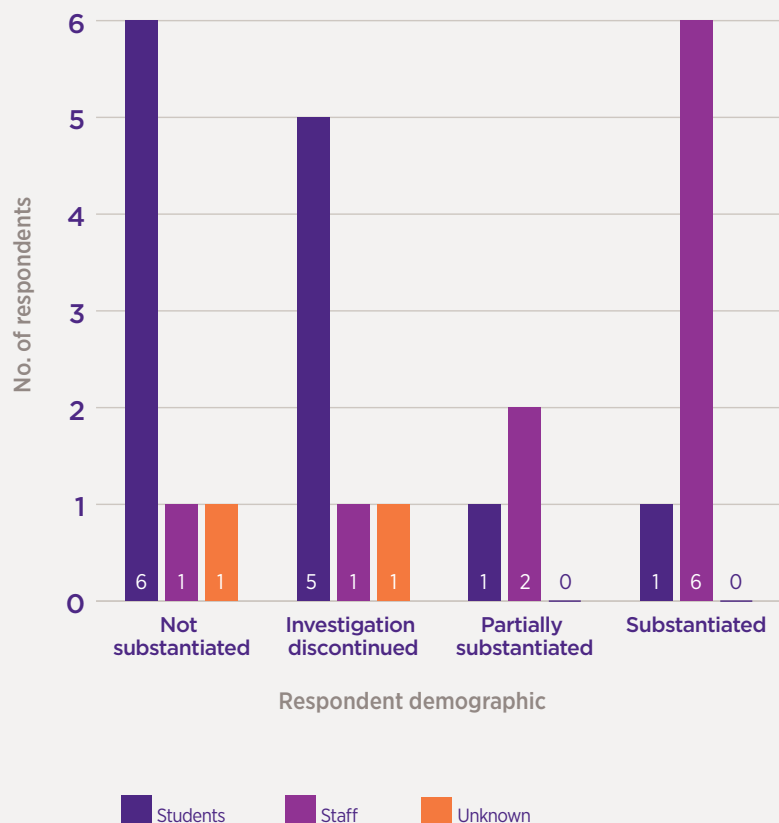
- 13 students
- 10 staff
- 2 others.

Investigation outcomes

Of the 25 formal reports, 40% were either substantiated or partially substantiated. Eight reports had insufficient evidence to substantiate a finding of misconduct. Seven investigations were discontinued in 2023, with 5 of these involving student respondents. For the 5 discontinued matters involving students, 4 were outside of the jurisdiction of the University to investigate and the complainant withdrew from the fifth.

- 3 formal reports relating to staff resulted in their employment being terminated
- 3 staff members resigned from their employment
- 2 student and 2 staff matters resulted in disciplinary action including conduct counselling.

Investigation outcomes

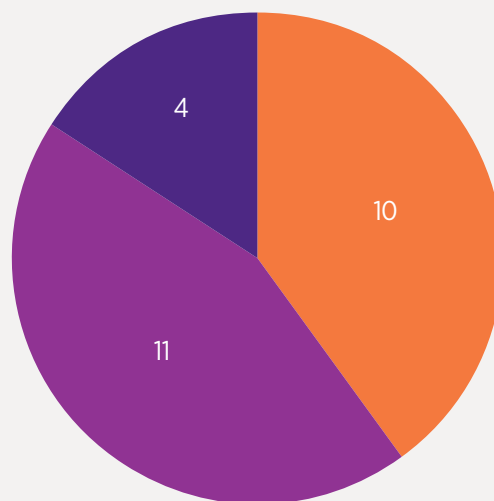


Incident type

Sexual harassment accounted for 44% of formal reports received by the University in 2023.

40% related to matters categorised as sexual misconduct, and the 4 reports of sexual assault comprised 16% of formal reports.

Formal reports by incident type



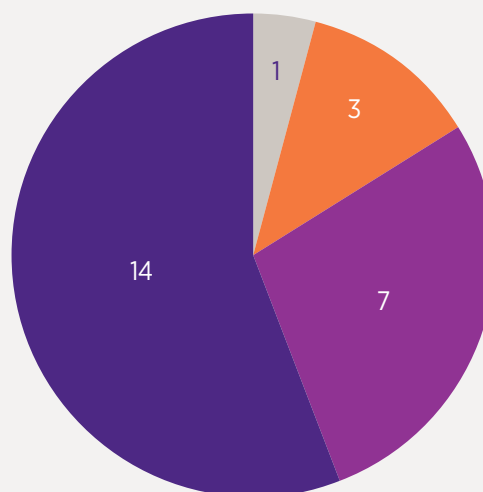
Sexual assault Sexual harassment Sexual misconduct

Formal report locations

56% of formal reports related to incidents on campus, or at a university-affiliated location.

40% of formal reports related to off-campus locations or were online.

Location for formal reports



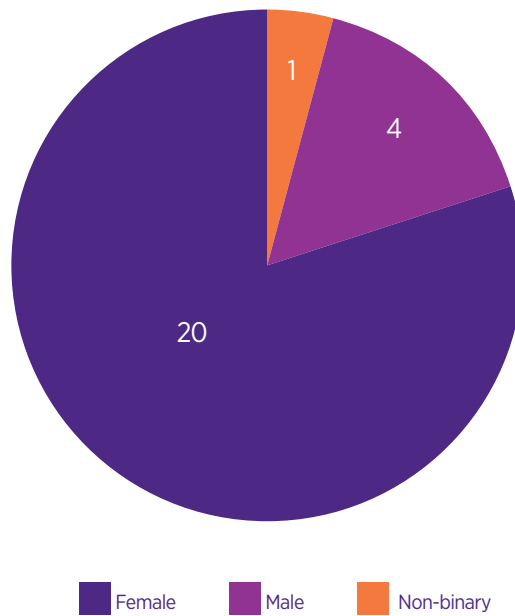
On-campus Off-campus Online Not specified

Gender of victim-survivors

80% of victim-survivors in formal reports were women, and 16% were male.

One victim-survivor identified as non-binary.

Gender for formal reports

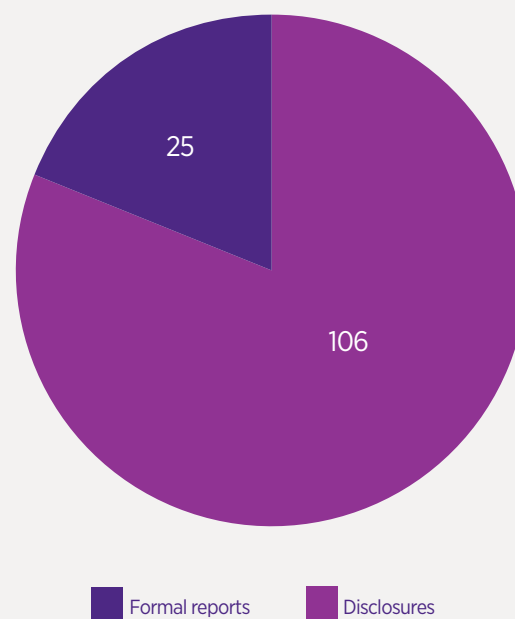


2023 Disclosures

In addition to 25 formal reports, the University received 106 unique disclosures that did not lead to a formal report of sexual misconduct.

Of those disclosures, 67 occurred within the previous 12 months, 30 were from more than 12 months prior to disclosing and 9 did not specify a timeframe.

2023 formal reports and disclosures

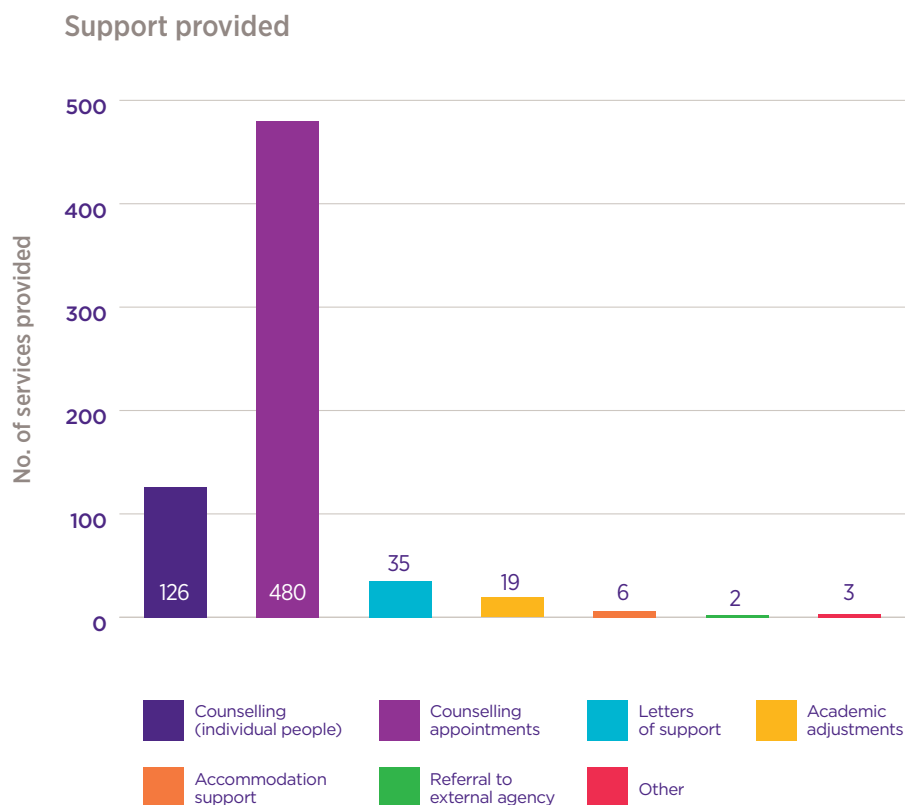


Support provided by the SMSU

In 2023, the SMSU provided support to 126 members of the UQ community. This support included 480 counselling appointments, as well as letters of support and academic adjustments.

Academic adjustments include support for assessment extensions, timetable changes and deferrals.

The SMSU offers survivors referrals to external support services (e.g. Employee Assistance Program for staff and community organisations), as well as support in reporting incidents either internally or to external agencies (e.g. Australian Health Practitioner/Regulation Agency).



2024

Next steps

Strategic framework and action plan

2024 will see the launch of the new Strategic Framework and Action Plan for Sexual Misconduct Prevention and Response 2024–2027. This plan will set out the University’s actions across 5 strategic priorities:

- leadership and resourcing
- transparency and accountability
- continuous improvement
- education and awareness
- community engagement.

Education and training

After a successful pilot of the Respect at UQ module for coursework students enrolled in Summer Semester 23/24, the Respect at UQ module will be mandated for all commencing and continuing coursework students from Semester 1, 2024. The HDR ‘Respect at UQ’ module will be mandated for HDR candidates from Research Quarter 3 2024.

Mandatory ‘Sexual Misconduct: Trauma informed Practice for Managers’ training for all Level 1 to 5 Managers will be introduced from 2024.

Campaigns and events

The University will develop a campaign to educate and raise awareness on the support and reporting options available through the SMSU. This campaign will be created in collaboration with students and will be delivered via video content, posters, social media, the **UQ Respect website** and other assets included within training and at events.

UQ will participate in Respect at Uni Week, which is being held across multiple universities in Australia. Throughout the week, workshops and events will build on our community’s capacity to create safe, respectful and inclusive communities. Additional awareness events for 2024 include Domestic and Family Violence Prevention month, SEXtember and Sexual Violence Awareness month.

A key evaluation priority for 2024 will be the First Responder Network. The aim of the evaluation is to assess the effectiveness of the current network and identify ways that we can improve the network to continually create a safe and respectful study and work environment.

The evaluation report will be completed and implementation of the changes will commence in late 2024.

Transparency and accountability

The policies and procedures for sexual misconduct are being reviewed and strengthened. A guideline for early intervention and informal resolution pathways for staff sexual misconduct will be developed and distributed. In conjunction, a data collection process that captures staff informal reporting will be developed to provide a more accurate picture of sexual misconduct behaviours at UQ.

UQ is committed to actively progressing the Action Plan Addressing Gender-based Violence in Higher Education and continually engages with government, other universities, community leaders and stakeholders.

Communication plan

A communication plan will ensure the UQ community is informed, consulted and engaged in the ongoing efforts to prevent and respond to sexual misconduct. By fostering transparency and accountability, this plan aims to build trust, clarity and a culture of safety, respect and inclusivity within the UQ community.

Appendices

Definitions

Affiliated entity An organisation or group that has a close association with UQ. These entities may collaborate with UQ in various ways, such as supporting research, education, or other initiatives. These entities operate independently but are closely linked to UQ.

Business affiliates Organisations located on UQ campuses or sites. These include UQ-controlled entities such as UQ Sport, UQ College, UQ Health Care and UQ Residence.

Bystander Someone who witnesses an incident of sexual misconduct or is told about an incident after it occurred.

Complainant A person who makes a formal report on their own behalf or the person on whom a third-party reporter has made a report. This term is used during the investigation process to refer to parties who are part of an investigation and is consistent with terminology used within the justice system. The University acknowledges that a person who has experienced sexual misconduct may refer to themselves as a complainant, discloser, victim or victim-survivor.

Controlled entity An organisation or group which has been established by the University. Financial statements for each controlled entity are prepared and audited by the Queensland Audit Office. Some of the controlled entities include UQ Holdings Group, University Controlled Trusts, UQ Investment Trust Group and UniQuest Group.

Disclosure A disclosure is the process of an individual providing information about their own experience or what they have witnessed experienced by someone else. Unlike a formal report, a disclosure does not trigger an investigation or action unless the University has a duty of care to do so. It may also be the first step prior to a formal report being made.

Formal report A formal report is an official statement regarding Sexual Misconduct to the persons or units specified under Section 3 clauses 20 to 31 of the **Sexual Misconduct Prevention and Response Procedures**.

LGBTQIA+ Abbreviation for lesbian, gay, bisexual, transgender, queer, intersex, and asexual. The “+” stands to include other sexualities and gender identities not encompassed in the acronym.

Respondent Is a person about whom a complaint of sexual misconduct is made as part of a formal report.

Sexual misconduct Any unwelcome sexual behaviour that occurs without consent, or that makes a person feel uncomfortable, frightened, or threatened. Sexual misconduct includes sexual harassment and sexual assault, as well as behaviours like stalking.

Third-party reporter A person who makes a formal report or disclosure on behalf of or in relation to another person.

Trauma-informed An approach that understands and recognises the impact of trauma, emphasising physical, psychological and emotional safety and the importance of choice for persons who have experienced sexual misconduct.

Victim-survivor A person who has had an experience of sexual misconduct. This term acknowledges the harm and ongoing impacts of violence, as well as honouring the resilience of people with lived experience of sexual misconduct.

Sexual misconduct prevention and response timeline

National/state	
Year	Initiative
2017	AHRC report: 'Change the Course report'
2021	National Student Safety Survey
2022	Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 enacted federally
2023	Queensland Tertiary Safer Communities Network re-established Australian Universities Accord interim report released Draft Action Plan Addressing Gender-Based Violence in Higher Education released

UQ	
Year	Initiative
2017	VC Advisory Committee on Sexual Misconduct: Prevention and Response established to steer response to and prevention of sexual misconduct within the UQ community
2017	Sexual Misconduct Support Unit established
2018	Face-to-face staff workshops introduced – focused on prevention and response to sexual misconduct
2019	UQ First Responder Network established for staff First annual public release of data on sexual misconduct on UQ Respect website Strategic Framework for Sexual Misconduct Prevention and Response released UQ Respect prevention program launched
2020	Respect at UQ online student module launched – covering sexual consent, ethical bystander interventions, responding to disclosures, and UQ's support services
2021	1,255 UQ students participate in NSSS, with 19.3% reporting they had experienced sexual harassment and 5% that they had experienced sexual assault. Sexual Misconduct Prevention and Response Policy launched Trauma-informed principles training introduced for senior leadership staff
2022	Governance structure of the VC Advisory Committee on Sexual Misconduct: Prevention and Response reviewed and 5 sexual misconduct prevention and response working groups established
2023	'Take Action, Be an Ethical Bystander' campaign launched 'For Crying Out Loud' campaign launched Structure and goals of the VC Advisory Committee on Sexual Misconduct: Prevention and Response were reviewed and realigned New online complaints management system, Advocate, launched for students, staff and members of the public New disclosure form for members of the UQ community to disclose incidents of sexual misconduct they have experienced, witnessed or been informed of Review of processes and responses for staff using the Good Practice Indicators Framework for Preventing and Responding to Workplace Sexual Harassment UQ Gender Equality Action Plan 2023–2025 took effect Roll out of training in responding effectively to sexual misconduct to human resources staff 'Appropriate Workplace Behaviour' module updated

Key outcomes from VC's Advisory Committee and working groups

Semester 1, 2023 (1 January to 30 June 2023)

Group	Key outcomes
VC Advisory Committee on Sexual Misconduct: Prevention and Response	<p>Investigated the process of mandating the student module, scoping what other universities have done and what additional work would need to be undertaken at UQ to enable it.</p> <p>Oversaw the work to ensure that UQ is meeting the Respect@Work positive duty requirement.</p> <p>Provided feedback on key documents such as the Strategic Framework and Action Plan.</p>
Prevention Working Group	<p>Investigated mandating of module for students and informing on what other universities have done.</p> <p>Provided guidance on the 2023 UQ Respect Forum format and focus.</p> <p>Provided feedback on key documents such as the Strategic Framework and Action Plan.</p>
Response Working Group	<p>Reviewed formal report processes for students and staff and communication.</p> <p>Provided feedback on key documents such as the Strategic Framework and Action Plan.</p> <p>Developed and published a student formal and informal reporting flow chart outlining all of the support and reporting options available to students.</p>
Evaluation Working Group	<p>Reviewed data gathering techniques. Identified key campaigns and initiatives for future evaluation.</p> <p>Provided feedback on SMSU feedback mechanism.</p> <p>Provided feedback on key documents such as the Strategic Framework and Action Plan.</p>
LGBTQIA+ Consultative Working Group	<p>Drove the development of an LGBTQIA+ specific sexual misconduct prevention campaign whole rolled out across campuses in Semester 2, 2023.</p> <p>Provided feedback on key documents such as the Strategic Framework and Action Plan and the UQ Respect website.</p>
Aboriginal and Torres Strait Islander Consultative Working Group	<p>Provided feedback on key documents such as the Strategic Framework and Action Plan.</p>

Semester 2, 2023 (1 July to 31 December 2023)

Group	Key outcomes
VC Advisory Committee on Sexual Misconduct: Prevention and Response	<p>Committed to mandating the 'Respect at UQ' module for coursework students from Semester 1, 2024, with a pilot to be undertaken in 2023/2024 Summer Semester.</p> <p>Committed to mandating the HDR Respect at UQ module for HDR candidates in 2024.</p> <p>Introduced mandatory 'Trauma Informed Practices and Approaches Within Decision Making' training for all VC Advisory Committee and working group members.</p> <p>Committed to the publication of a 2023 Annual Report on Sexual Misconduct.</p>
Student Working Group	<p>Provided feedback on the 'Respect at UQ' module prior to pilot in Summer Semester 23/24.</p> <p>Provided feedback on key action areas for the 2024–2027 action plan.</p> <p>Worked with affiliated entities to support the work they are doing in the prevention and response space and encourage increased collaboration.</p>
HDR Working Group	<p>Provided feedback on the 'Respect at UQ' module for HDR candidates and rollout timelines.</p> <p>Provided feedback on key action areas for the 2024–2027 action plan.</p>
Staff Working Group	<p>Drafted an Action Plan for compliance with the Respect@Work legislation.</p> <p>Held a specialist workshop to identify gaps and improvements for response to staff sexual misconduct.</p> <p>Endorsed and relaunched the Appropriate Workplace Behaviour training to all staff on 18 July with additional sexual harassment content.</p> <p>Proposed mandating 'Trauma Informed Practices and Approaches Within Decision Making' training for all Level 1 to 5 Managers to be consistent with previous capitalisation within the University in 2024.</p>



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Support services

UQ Respect

W respect.uq.edu.au

E uqrespect@uq.edu.au

UQ's Employee Assistance Program (EAP)

W [staff.uq.edu.au/information-and-services/
health-safety-wellbeing/mental-health/eap](https://staff.uq.edu.au/information-and-services/health-safety-wellbeing/mental-health/eap)

T 1300 307 912

1800 RESPECT

T 1800 737 732