



2021

Action plan 2021

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What's next...

2021 Action Plan

Focus	Action item	Rationale	Timescale				Due	Responsible	Accountable
			Q1	Q2	Q3	Q4			
Primary prevention	1.1. Administer the university adaptation of National Community Attitudes (NCAS) survey and other relevant tools. (Students and Staff)	The survey tracks attitudes towards violence, impacts on attitudes and changes over time. It will allow us to measure knowledge, skills and behaviour towards violence and to target interventions accordingly.					APR	Safer Community and Respect with support from Learning Analytics	Chief People Officer Executive Director Communications
	1.2. Continue the roll out Respectful Research Training to high-impact HDR supervisors and students (staff delivery commenced in 2020 and is ongoing).	The training supports safe and inclusive research training by building student and staff awareness of the inherent power imbalance in research relationships and identifying strategies to mitigate risks and call out inappropriate behaviour					JUN- Ongoing	SGR and OD with support from Safer Community and Respect	DVC R&I
	1.3. Collaborate with students and RMIT academics to design, deliver and evaluate 'Healthy masculinities' social marketing campaign (funding approved)	This whole of community campaign will target the gendered drivers of violence by challenging harmful masculine stereotypes. The campaign will be evidence based, drawing on recent VicHealth research and the expertise of RMIT academics.					MAR – DEC	Safer Community and Respect with support from Communications	Chief People Officer
	1.4. Design student and staff capability building framework (to implement from 2022). *	The frameworks will clearly outline the knowledge and skills needed to respond to and prevent violence within specific roles and settings at RMIT. This supports a better understanding of GBV and will shape consistent training and professional development plans.					JUL	Organisational Development, Safer Community and Respect and Students	Chief People Officer DVCE
	1.5. Pilot Our Watch 'TAFE Equality and Respect' framework in Vocational Education settings in partnership with Victoria University. *	The pilot will include a male allyship program and a change framework developed by Our Watch. The TAFE Equality and Respect framework supports TAFE staff to place gender equality and respect at the centre of their work. Includes staff professional development and learning materials for students.					FEB- DEC	Safer Community and Respect and Organisational Development	Chief People Officer, DVC Vocational Education
Secondary Prevention	2.1. Revise risk management and reporting guidelines around GBV within Student Club settings	Student Clubs are high risk settings for GBV as they can include low supervision activities and consumption of alcohol in group settings					JUN	Student Life, Risk with support from Safer Community and Respec	DVCE/Executive Director Students Grp
	2.2. Embed sexual harm risk assessment and management tool into Safer Community, PWR and Case Management team processes *	RMIT has received legal advice that an appropriate risk assessment must be uniformly applied in order to make appropriate, informed and lawful decisions in relation to sexual harm.					AUG	PWR, Case Management with support from Safer Community, Legal and Risk	Chief People Officer

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Tertiary prevention	3.1. Support participation and engagement with the second <i>National university student survey on sexual assault and sexual harassment</i> (survey roll out in August)	RMIT has committed to support the periodic implementation of the Universities Australia national prevalence survey.					AUG	Safer Community and Respect with support from Communications, Learning Analytics	Chief People Officer
	3.2. Review sexual harassment policy and align with best practice principles. *	The policy requires review and alignment with TEQSA expectations and guidance notes. The current policy is staff facing only. A whole of community approach which includes policy guidance for students is required.					APR	PWR with support from Safer Community and Respect, ARG Integrity, Legal	Chief People Officer
	3.3.1 Form a specialist group of Senior Officers to hear student conduct matters involving gender-based violence. 3.3.2 Implement tailored professional development and a decision-making guide to support this cohort	The current list of Senior Officers is large and many officers have little experience in hearing complex matters involving GBV and interpersonal violence. This will provide targeted professional development available to support student conduct matters involving GBV and provide structured professional judgement tools to support consistent decisions.					MAR JUN	ARG Integrity with support from Safer Community and Respect	Academic Registrar
	3.4. Clarify how the university addresses conduct matters where the alleged misconduct may also constitute a criminal offence and develop processes or guidance notes (student and staff cases) *	There is no current process or guidance note clarifying how RMIT manages concurrent criminal and organisational discipline matters involving staff. An aligned approach should be developed across student and staff spaces.					MAR (Q3-Q4)	Legal Services , with PWR, ARG Integrity, Safer Community and Respect	Chief People Officer
	3.7. Clarify the university's governance mechanism for placing a student on involuntary leave for reasons of safety.*	Executive Suspensions is finalised via a Student Conduct hearing. RMIT should determine whether a hearing is the appropriate mechanism for addressing high risk behaviours impacting health and safety.					MAR (Q1)	HSW, Safer Community and Respect and Legal Services with ARG Integrity	Chief People Officer
	3.8.1 Collate staff disclosure and reporting data around gender-based violence to comprehensively assess rates of help seeking behavior and identify at risk groups. * 3.8.2 Develop a central repository or tool to collect this data	Staff disclosure and reporting data is collected by different teams across the university. A full picture of the data is required to assess rates of help seeking behaviour and encourage staff to access support.					APR (Q2)	PWR, HR Case Management and Safer Community and Respect	Chief People Officer

KEY	Item rolled over from previous yrs	New action item	* TEQSA related obligation
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4.0 Establish Safer Community as the central intake point for staff and student disclosures of gender-based violence

(Note: action item 4.0 is contingent upon implementation of the following action items)

	Focus	Rationale	Action item	Timescale				Due	Accountable	Responsible	
				Q1	Q2	Q3	Q4				
2021 Action Plan	Tertiary prevention	4.1. Obtain legal advice regarding the university's obligations in relation to managing risk around disclosures of family violence in a home-based work setting. *	RMIT has a legal duty to provide a safe working environment. RMIT requires clarity around how it may reasonably manage risk of family violence in home-based work settings, particularly as much of its workforce is currently working remotely.					MAR	Legal Services with support from Respect RMIT and Health, Safety and Wellbeing.	General Counsel, Chief People Officer	
		4.2. Develop a comprehensive Family Violence Policy to make visible the university's response to disclosures *	A comprehensive Family Violence Policy will ensure that RMIT's support pathways are clear and transparent. This will encourage help seeking behaviour from students and staff and act to mitigate the risk of adverse impacts on work and study.					MAY	Health, Safety and Wellbeing with support from Safer Community and Respect	Chief People Officer	
		4.3.1. Develop process maps detailing the university's case management response to gender-based violence allegations involving staff and student respondent*	There is no current process or guidance note clarifying how RMIT manages concurrent criminal and organisational discipline matters involving staff. An aligned approach should be developed across student and staff spaces. This guidance document will summarise the 'what you need to know and do' from the gender-based violence policies to be used by staff and students.					JUL	ARG, PWR, Case Management with support from Safer Community, Legal and Risk	Chief People Officer Academic Registrar	
		4.3.2 Develop a best-practice threshold to consistently identify and refer matters for third-party external investigation (staff and student matters) nested in guidelines/process maps									
		4.4. Secure a fit for purpose case management system for the Safer Community team to address staff and student matters*	Safer Community is currently using a student case management system which does not capture case management actions relating to staff, or matters involving both students and staff.					OCT	Safer Community, PWR, Case Management	Chief People Officer	
		4.5. Roll out staff communications regarding the establishment of Safer Community as a staff intake point for gender-based violence disclosures and various initiatives and resources*	Safer Community has been promoted as a service which provides direct support to students alone. Comprehensive communications will be required to clarify that the scope of the service has expanded to staff who were previously directed to HR Assist/EAP.					NOV	Respect RMIT and Staff communications	Executive Director Communications	



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Primary prevention	1.1. Administer the university adaptation of National Community Attitudes (NCAS) survey and other relevant tools. (Students and Staff)	The survey tracks attitudes towards violence, impacts on attitudes and changes over time. It will allow us to measure knowledge, skills and behaviour towards violence and to target interventions accordingly.					APR	Safer Community and Respect with support from Learning Analytics	Chief People Officer Executive Director Communications
	1.2. Continue to roll out Respectful Research Training to high-impact HDR supervisors and students (staff delivery commenced in 2020 and is ongoing).	The training supports safe and inclusive research training by building student and staff awareness of the inherent power imbalance in research relationships and identifying strategies to mitigate risks and call out inappropriate behaviour					JUN- Ongoing	SGR and OD with support from Safer Community and Respect	DVC R&I
	1.3. Implement social marketing bystander intervention to increase student and staff pro-social bystander behavior	This whole of community campaign will encourage RMIT community members to be active bystanders against sexism and sexual harassment. The campaign will be evidence based, drawing on recent VicHealth research in universities and the expertise of RMIT academics.					APR – DEC	Safer Community and Respect with support from Communications	Chief People Officer
	1.4. Implement student and staff capability building framework	The frameworks will shape RMIT’s training and professional development plans around gender-based violence and set goals for development of specific knowledge and skills across roles and settings.					JAN- Ongoing	Organisational Development, Safer Community and Respect and Students	Chief People Officer DVCE
	*1.5. Expand pilot of Our Watch ‘TAFE Equality and Respect’ framework in Vocational Education settings in partnership with Victoria University.	The pilot includes a male allyship program and a change framework developed by Our Watch. The TAFE Equality and Respect framework supports TAFE staff to place gender equality and respect at the centre of their work. Includes staff professional development and learning materials for students.					FEB- DEC	Safer Community and Respect and Organisational Development	Chief People Officer, DVC Vocational Education
Secondary Prevention	*2.1. Review and analyse data from sexual harm risk assessment and management tool. Evaluate efficacy of the tool through various methods including inter-rater reliability.	RMIT has received legal advice that an appropriate risk assessment must be uniformly applied in order to make appropriate, informed and lawful decisions in relation to sexual harm.					JAN – DEC	PWR, Case Management with support from Safer Community, Legal and Risk	Chief People Officer
	2.2. Review NCAS survey data to identify problematic attitudes towards GBV and apply targeted interventions. Support evaluation paper.	The NCAS survey data will allow RMIT to identify problematic attitudes in our community which drive GBV. This data will support tailored interventions such as communications messaging/targeted training.					JAN –	Safer Community and Respect with support from Learning Analytics	Chief People Officer DVCE

