

University of Melbourne
Respect Taskforce
Meeting 4/2017

CONFIRMED MINUTES

A meeting was held from 3.30 pm to 5:00 pm, Wednesday 8 November 2017
Level 7 Meeting Room, Raymond Priestley Building

Members present: Elizabeth Capp (Chair), Max Bergh, Hannah Billett, Amanda Davis, Sally Eastoe, Cathy Humphreys, Jenny Morgan, Daniel Persaud, Damian Powell, Georgina Sutherland.

BUSINESS

A. Formal Matters

A1 Welcome and Apologies

Molly Willmott was introduced as the incoming UMSU Women's Officer. Molly will officially join the Taskforce in December, replacing Hannah Billett as the UMSU representative.

Apologies: Richard James, Kylie Gould, Erin Dale, Paul Duldig

In attendance: Kathryn Stok, Anna Ryan, Susan Ainsworth (for B1), Joseph McCarthy (for Kylie Gould), Molly Willmott

A2 Minutes

The minutes of the previous meeting were confirmed as accurate.

B1

Topic	Best Practice for Bystander Intervention
Presenters	Kathryn Stok, Anna Ryan, Susan Ainsworth (Academic Women in Leadership)
Discussion	<ul style="list-style-type: none"> • The video presentation prepared by the Academic Women in Leadership (AWiL) – <i>Everyone's Responsibility: The Potential for Bystander Intervention at the University of Melbourne</i> – was played to provide the framework for a discussion between the AWiL presenters and the Taskforce. The video and accompanying report will be made available on the Respect Taskforce website. • It was clarified that the University has not yet committed to a specific provider or program for bystander and first responder training. • The AWiL shared their research around the key components of effective training and bystander interventions which resonated with the previous experience of Taskforce members including the: <ul style="list-style-type: none"> ○ need for multivalent, evidence-based programs ○ importance of tailoring messages and programs to the specific culture of UoM and its staff and students

	<ul style="list-style-type: none"> ○ relative merits of face-to-face and online training (and how these may vary between groups and desired outcomes) and the importance of including face-to-face training in a comprehensive bystander approach ○ value of engaging both students and the local community in the process (the City of Melbourne was very supportive when approached for information by the AWiL) ○ difficulty of achieving both depth and reach ○ importance of pilot testing ○ dangers of backlash. <ul style="list-style-type: none"> ● Student leaders were identified as being valuable not only for pilot testing of programs, but also as ambassadors. Clubs, and particularly cultural and sports clubs, were identified as being effective for targeted messages. Noting that it is essential to engage students in the design and adaption of any program for them. ● It was suggested that if the bystander training was made openly available there would be a number of staff and students who would be interested in attending, even were it was not directly relevant to their work. ● It was proposed that the University might be able to use distinguished alumni to help promote messaging and to increase student engagement.
Next steps	<ul style="list-style-type: none"> ● Student representatives to provide a selection of speakers from different social and cultural backgrounds whom they believe would be persuasive speakers for Respect Week or O-Week in 2018. ● Continued investigation into training and resource options. ● Continued investigation into developing a community of best practice.

B2

Topic	Disclosure and reporting of sexual assault and harassment - staff
Presenters	Executive Director, Human Resources and OH&S
Discussion	<ul style="list-style-type: none"> ● The Executive Director, Human Resources and OH&S explained the pre-investigation through to resolution process for responding to staff disclosures of bullying, harassment or sexual assault. ● The most challenging component is managing first contact, and ensuring that reports are triaged to HR as the responsible area. ● In addition to the Safer Community Program (SCP) and Counselling and Psychological Services (CAPS) the University provides an independent Employee Assistance Program (EAP) and the Appropriate Workplace Behaviour line and website for staff to make reports or seek assistance. ● Allegations may be investigated under the Enterprise Agreement or the Appropriate Workplace Behaviour Policy. Work is currently being undertaken to try and simplify and streamline the processes involved to avoid duplication. ● The University has a duty of care to all of its community and may need to take action even where this is not the preferred outcome of the complainant. ● Investigations may also be undertaken without an active complaint, based on evidence from other sources. ● As with students, it is important to balance the principles of natural justice with the safety of all parties.

Next steps	<ul style="list-style-type: none">• Affiliated colleges to work with University HR to:<ul style="list-style-type: none">○ confirm that relevant college policies still align with University policy, and○ provide clarification as to which policy would take precedence where both may be relevant, to minimise the likelihood of multiple investigations.
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The next meeting of the Respect Taskforce will be held on Wednesday 13 December from 3:30 to 5.00, Level 7 Meeting Room, Raymond Priestley Building.