

Equity, Respect & Safety – Supporting our students

Drew Burns, Heather Marsh, Noni Clarkson

Student Equity and Diversity Office

Respect Now Always Committee

Risk and Integrity Office

Monday 10th February, 2020

Acknowledgement of Country

Federation University Australia acknowledges the Traditional Custodians of the land and waters where our campuses, centers and field stations are located and we pay our respects to Elders past and present, and extend our respect to all Aboriginal and Torres Strait Islander and First Nations Peoples.

Change the Course

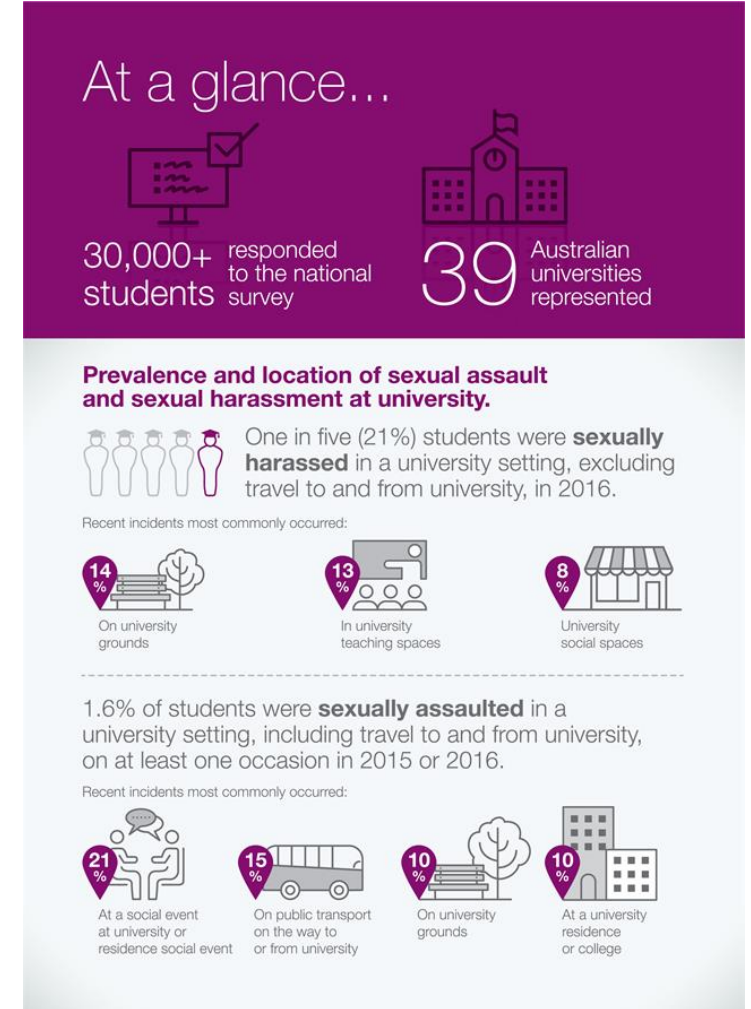
Across all Australian universities (in 2016):

1 in 5 students were sexually harassed in a university setting

Just under 2 in 100 were sexually assaulted

Federation University students reported 14% had been sexually harassed in a university setting and 0.6% sexually assaulted.

Federation University has noted an issue with under-reporting.

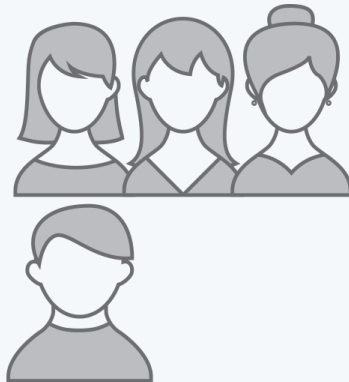


This is a gendered issue

Who experiences sexual assault and sexual harassment at university?

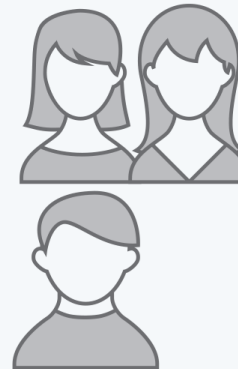
Women were **three times** as likely as men

to have been **sexually assaulted** in a university setting in 2015 or 2016.



Women were **almost twice** as likely as men

to have been **sexually harassed** in a university setting in 2016.



What do we mean by sexual harm?

- Repeatedly asking for a date
- Unwelcome constant texts
- Offensive or embarrassing posts on social media
- Offensive and unwelcome comments or jokes
- Entering a car or room uninvited
- Unwelcome touching/exposure
- Stalking
- Sexual coercion
- Relationship violence
- Image abuse and blackmail

Many people think of this...
but it doesn't reflect the broader reality.



What have we done to respond?

- Respect Now Always Committee meets fortnightly
- Safer Campuses webpage refreshed with content focused on victim/survivors as the primary audience
- A Student Code of Conduct which specifically refers to sexual harm
- An HDR clause that specifically refers to respectful supervisory relationships & roll out of supervisor training
- Draft stand-alone Sexual Harm Policy
- Online training for every student. Face-to-face training at every orientation. Two hour 'respond to disclosures' training for mentors, residential advisors, club leaders, senate members.
- Online secure student complaints system



A required short course for all Federation University students

[View this email](#) in your browser



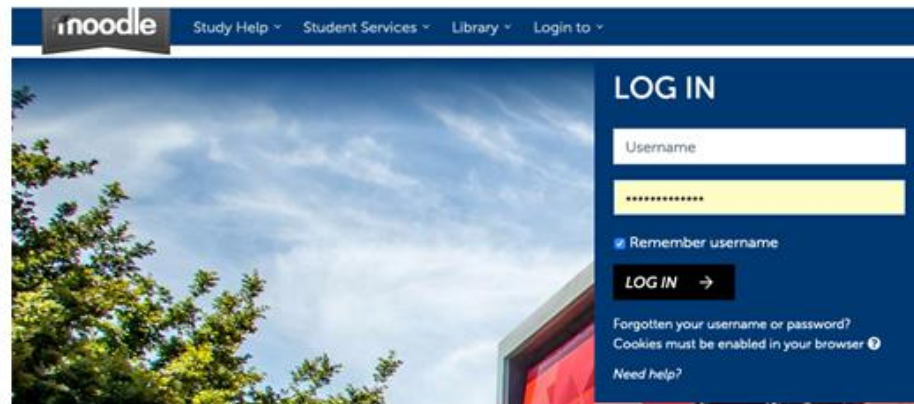
Heather,

Shortly you will be enrolled in the Equal Rights are Your Rights **Moodle** course. This ten minute module is essential for all students, and gives you an awareness of how to ensure that you and your peers are treated equitably and fairly.

This is part of Federation University's commitment to creating a positive learning environment and empowering students to be effective global citizens.

You should see the course appear in your **Moodle** list within the next 1-3 days and should aim to complete the course as soon as possible.

If you would like to contribute to the conversation at Fed about creating a great campus culture for every student please contact equity@federation.edu.au or get in touch with your [student senate](#) representative.



Click Study Help, then click on Equal Rights are your rights.



Click Enrol me

Enrolment options

Equal Rights Are Your Rights

Assistance: Drew Burns
Assistance: Heather Marsh

Self enrolment (Student)

No enrolment key required.



Welcome to FedUni

You are equal.

Welcome to Federation University, a place for you to develop your skills and knowledge, expand your thinking and connect in and beyond the FedUni community.

At FedUni every person is valued because of their differences, not in spite of them. This training will help you to understand your right to be treated equitably and how to treat others with the same respect.

You are equal.



Duration: This module will take approximately 10 minutes to complete



Acknowledgement

Federation University Australia acknowledges the Traditional Custodians of the lands and waters where our campuses, centres and field stations are located and we pay our respects to Elders past and present, and extend our respect to all Aboriginal and Torres Strait Islander and First Nations Peoples.

Equal Rights Are Your Rights?

Preview

Edit

Reports

Grade essays

Equal rights – It's not a pie

Equal rights for others does not mean less rights for you.



Everyone deserves equality. We all do better when we make sure that everyone can participate and succeed without barriers.

Removing barriers to equity is everybody's job but first you have to know that the barriers exist.

Someone may never have seen stairs as a barrier until they broke their leg or might have never experienced racial prejudice as a barrier until they travelled to another country where they were in a racial minority.

Removing a barrier for someone else does not mean taking a right away from you. Equal rights are not pie.

Protected attributes

Cultural Background



Religion or Faith



Sexual Orientation



Breastfeeding & Pregnancy



Age



Gender



Carer Status



Disability

Because some groups are recognised as experiencing more barriers or discrimination than others, there are federal and state laws that specifically protect those groups.

FedUni has strong policies to ensure that both students and staff do not discriminate against these groups ([click here to view the relevant equity and diversity policies and procedures](#)).

Discrimination is not tolerated at FedUni. Discrimination can be:

- Written (such as racist views expressed in a paper or online)
- Verbal (such as making a sexist or homophobic joke) or
- Actions (such as excluding someone from a project group because they have a disability)

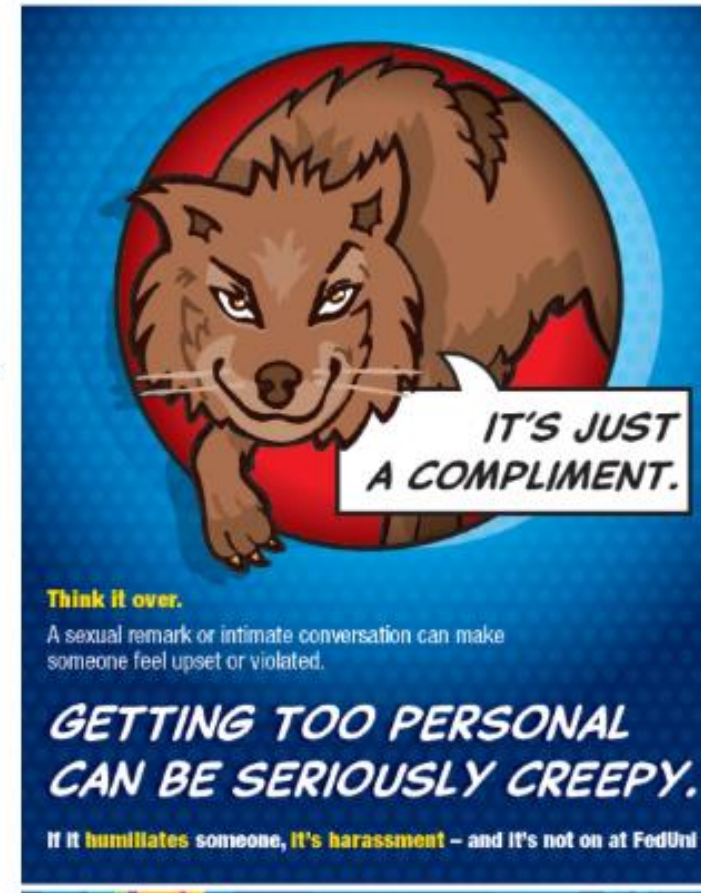
Sexual harassment

Sexual harassment and assault (sexual harm) is treated as a serious matter at FedUni and constitutes student misconduct.

All students are encouraged to report sexual harm to the Equity and Diversity office at FedUni. Sexual harm can include:

- Hassling someone repeatedly to go on a date
- Taking or sharing an intimate (naked or sexually provocative) image without the person's consent
- Touching someone on a private part of their body or hugging without their consent
- Making sexualised jokes or comments to a person without their consent
- Sexual harassment can be in-person, written or online.

Sexual remarks or intimate conversations can be considered sexual harassment.



If you've seen it or it's happened to you – take action.

For private advice, contact the Equity & Equal Opportunity Office:
equity@federation.edu.au | 5527 8327 | www.federation.edu.au/equity

Federation 
UNIVERSITY AUSTRALIA

Be a Better Human

Please watch the following video



Be a Better Human from FUSAssociation on Vimeo.

Equal Rights Are Your Rights?

Preview

Edit

Reports

Grade essays

Tea?



How do you know if someone wants your sexual advances?

How can you tell if they want you to kiss them, touch them or say sexual things to them?

It's pretty easy actually. You ask.

If they don't enthusiastically say yes, don't respond or can't answer the question then that is a no.

If it is not a "Yes!" and you keep going, it could be sexual assault which is against the law.

Tea and Consent (Clean) from [Blue Seat Studios](#) on [Vimeo](#).

Let's practice being champions - 3



Andy and Jaya are new students at the uni.

On O-week they are at a social student get-together at a pub standing in a group. Andy keeps standing close to Jaya and at one point he drapes his arm over her shoulder.

Jaya looks uncomfortable and moves away but Andy keeps following her and jokingly tells other students that she "doesn't realise she is his girlfriend yet."

What would you do? What could you say?


How you respond in a pub or club may be different to how you respond in class at uni.

Another Bystander Action that can help in situations where you feel unsafe can be to recruit.

Recruit others to help support your position. For instance you could say loudly,
"Am I the only one who thinks Andy's being a bit creepy? Give her some space mate."



[federation.edu.au/safer-campuses](https://www.federation.edu.au/safer-campuses)



Safer campuses
You have the right to be safe, respected and supported

Emergency assistance: Police (000) Campus security (1800 333 732) Non-emergency assistance: Counselling + Equity office + Security +

Federation > Safer campuses



How to disclose or report

If you have witnessed or experienced unacceptable or concerning behaviour, we are here to help. You can tell a staff member who will listen, talk to you through options and offer support.

[Report or disclose](#) →



Advice and support

If you have experienced violence, sexual harm or threats or are worried about someone who has, you don't have to cope alone. We can connect you with people, services and information to help you make sense of things and feel better.

[Find support](#) →



What we're doing to keep you safe

We are committed to you thriving at Federation University, free from discrimination, violence or harassment and are taking action



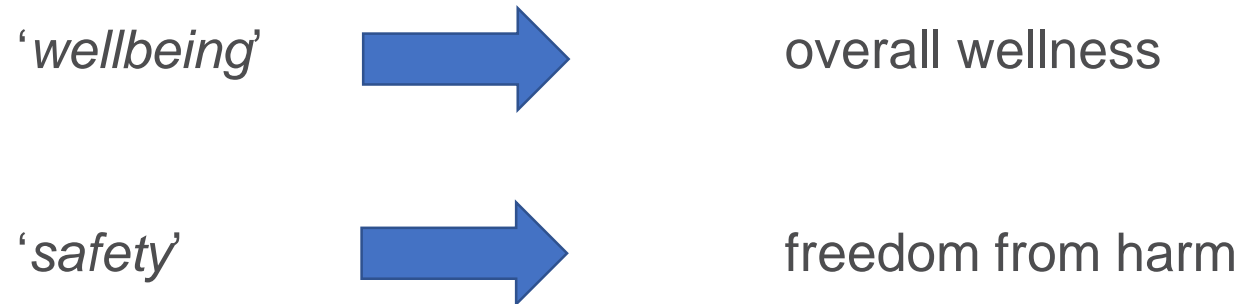
Equity and safety policies

We have policies and procedures in place to protect your rights and to help take action if something has happened.

Higher Education Standards Framework

Obligations to:

- Provide timely and accurate advice to students on support services
- promote and foster a safe environment (on campus and online)



** see handout: TEQSA Guidance Note: Wellbeing and Safety*

The Standards require:

- avenues and contacts for support for students if needed
- availability of specific types of personal support services
- ensuring that support services offered reflect the needs of student cohorts (students with health issues, including mental health issues requiring access to counselling)
- promotion of a safe environment
- management of critical incidents

Risks to wellbeing and safety are complex (did it occur on campus or at an external event?)

An important element of fostering wellbeing and safety is the preparedness and capacity to respond to incidents, including critical incidents

Examples of support expected:

- conducting effective risk assessments and implementing preventative controls for the risks identified
- providing advice about actions to take, staff to contact and support services that are accessible (whether directly or through another party) if students' personal circumstances are having an adverse effect on their education, including:
 - conducting evidence-based sexual violence, drug and alcohol abuse prevention education programs
 - providing support for affected students where needed (whether directly or through another party)
 - having systems and processes to respond to incidents and prevent recurrences.

Consequences

As a consequence:

- the provider's educational performance is likely to be diminished
- students may incur avoidable loss and suffering
- students may fail to maintain academic progress
- the provider may be exposed to legal action and/or reputational damage
- TEQSA or another regulator may need to intervene
- the reputation of higher education in Australia may be harmed.