

# Broderick Review Implementation Working Group

## Chair's Communique No 4: 20 June 2018

**Purpose:** The Broderick Review Implementation Working Group has been established to support the development and implementation of a *JCU Plan of Action for the Elimination of Sexual Harassment and Sexual Assault* in response to the recommendations of the Broderick Review. The Group consists of a cross-representation of staff and students.

The Broderick Review Implementation Working Group met for the fourth time in 2018 on June 18. The Chair welcomed Lachlan Parker, undergraduate student representative, to the Working Group.

The Working Group reviewed progress on the Plan of Action, and noted that final consultations are being undertaken on a revised *Bullying, Discrimination, Harassment and Sexual Misconduct Policy*, and the *Sexual Assault Procedure*, and *Sexual Harassment Procedure*. Once adopted, training will be delivered to front line staff, managers, and key groups such as residential assistants, who are most likely to be first responders.

Key points included in the Policy and Procedures are:

- The ability for victims/survivors to receive support to continue studying or working, (such as precautionary measures and/or accommodations) without having to identify any other parties, or make a formal Complaint.
- The ability for people to make a Report to JCU without identifying themselves/or other people involved.
- The removal of any reference to mediation, conciliation or alternative dispute resolutions as the process for addressing cases of sexual harassment – rather JCU will take action to address any inappropriate behaviours of staff and student, regardless of whether a formal Complaint has been made.
- Working with the Sexual Assault Services to ensure staff and students are supported to access specialist support in all cases of sexual assault.
- The expectation that everyone has a role to play, and that bystanders will speak up, seek advice and take action.

The Working Group also participated in a facilitated discussion led by Associate Professor Deb Miles and Dr Nick Osbaldiston on gender equality, and the deeply held assumptions that underpin continuing inequality, as outlined in Chapter 3 of the Broderick Review. This was followed by a presentation by Cathy Crawford, Coordinator of the Townsville Sexual Assault Support Service, outlining the integrated support in place in Townsville and district, in responding to the people who have been subjected to recent and historical sexual assault.

The Working Group reviewed some scenarios relating to staff and student recruitment and retention with respect to taking a zero tolerance approach to sexual harassment and sexual assault. There will be further work done in developing guidelines for staff on this.

The Chair of the Working Group, and the Chief of Staff, will be meeting with Divisional Executive Teams during July and August to report on progress of the Broderick Review Implementation Working Group, and to provide information on the new Policy and Procedures. The Chair will also meet with various staff and student groups during O-Week and Week 1 of Study Period 2.

The Working Group will next meet in August, where recommendations relating to Training, and a Monitoring, Evaluation and Reporting Framework will be considered.

The Working Group will continue update the JCU community of its progress by way of a Chair's Communique. The Group welcomes comments, questions, and suggestions – these can be directed through the Secretary, Dr Ryl Harrison ([ryl.harrison@jcu.edu.au](mailto:ryl.harrison@jcu.edu.au), or 47816259).

*Helene Marsh*

Signed: Distinguished Professor Helene Marsh, Chair  
Broderick Review Implementation Working Group