

# SAFE Report (October 2023)

## Our Commitment to a Safe and Respectful Community

Queen’s College is steadfast in its commitment to fostering a community characterised by respectful relationships. Central to the cultivation of such a community is the assurance of a safe environment, free from sexual violence, harassment, and assault. To underscore this commitment, Queen’s College maintains a zero-tolerance policy towards any form of sexual harassment or assault, with the ultimate goal of achieving zero incidents. This report outlines our ongoing dedication to achieving this goal and the strategies we have implemented and will continue to develop in the pursuit of creating a culture of respectful relationships.

Queen’s College acknowledges its responsibility to ensure the safety and well-being of its students and staff. Central to this responsibility is the imperative to prevent, address, and support individuals who have experienced sexual harassment or assault within our community.

## Data for 2022 and 2023

Table 1: SAFE REPORTS 2022, 2023

Category	2022	2023
Bullying	0	0
Victimisation	1	1
Discrimination	0	0
Sexual Harassment	5	4
Sexual Assault by non-Queener	1	2
Sexual Assault by Queener	7	2
General Community Complaint	6	5

\*Every incident reported is counted as a singular report but multiple reports may have been made about an individual respondent

\*\*Two reports for 2023 actually occurred in 2022 but were not reported until 2023

## Ongoing Initiatives

Queen’s College recognises that achieving a safe and respectful community is an ongoing process. To this end, we have undertaken several initiatives during 2022 and 2023, outlined below.

### A. Cultural Transformation

We are dedicated to creating a culture of respectful relationships within our community. This involves ongoing education and awareness programs that aim to foster an environment where respect is paramount.

All staff and students without exception must attend training in SAFE policies and procedures each year. In 2024 this will be extended to include sports coaches who are not staff or students at Queens.

## B. Information and Awareness

Ensuring that our students and staff are informed about our policies and procedures is essential. We continue to implement and enhance awareness campaigns to educate our community members about the implications of sexual harassment and assault and the resources available for support. All staff and students without exception must attend training in SAFE policies and procedures each year. In 2024 this will be extended to include sports coaches who are not staff or students at Queens.

All students, returning and new, are trained each year in Consent. From 2024, refresher training will be instituted each semester.

Student leaders receive additional training during L Week, including Mental Health First Aid, triaging response, and power dynamics.

During 2024 student leaders will reach out to students immediately after major events to highlight how they can report SAFE incidents or seek support.

## c. Response and Support

Queen's College maintains a well-organized and adequately resourced model to respond effectively to incidents of sexual harassment or assault. Our commitment to providing comprehensive support to those who have experienced such incidents is unwavering.

Students are able to make reports to a male or female-identifying staff member, or via our [Anonymous Reporting system](#), and reports are actioned within 24 hours of being received.

Each reporter/respondent are allocated a support person throughout the investigation, and in-house counselling is available to both. In addition, referrals to psychologists at the expense of the college can be made by the SAFE contacts or coordinator where they feel it is justified. Other supports utilized by Queen's students include [CASA House](#), [CAPS \(UniMelb\)](#) and [RMIT Counselling Services](#).

Queen's College remains committed to its objective of creating a community characterised by respectful relationships, where safety and freedom from sexual violence, harassment, and assault are paramount. While we have made substantial progress in pursuit of this goal, we acknowledge that there is still work to be done, and are committed to listening to the student voice to help us continually improve in this area.

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