



## Analysis of reports lodged with Advocate Inappropriate/Unwanted behaviour reporting at Macquarie 1 July 2020 until 30 June 2021

Please contact the Safety/Behaviour team if you have questions ([respect@mq.edu.au](mailto:respect@mq.edu.au))

Total number of reports lodged in this time period:

- 160 reports
  - o 14% were lodged anonymously
  - o 21% were lodged by third party reporters (reports made about someone else's experience)

### *Role of reporter at Macquarie\**

Students	42%
Staff	45%
Other	13%

\*Note that some identify as staff and students. Staff are over-represented, as reports are made by staff after contact with students about incidents.

### *Reporter demographics (where reporter is a student)*

Female	78%
Male	22%
Age	19-56 years
Undergraduate	80%
Postgraduate	20%
Australian citizen	72%
Temporary resident	28%
Disability flag	26%
Reporting disruption to work or study	33%

### *Role of Person of concern(PoC)\* at Macquarie*

Student	82%
Staff	10%
Other	6%

\*Person of concern is the individual whose behaviour is being reported

### *Person of concern (PoC) demographics (where PoC is enrolled student)*

Female	25%
Male	75%
Age	19-56 years

Undergraduate	81%
Postgraduate	19%
Australian citizen	82%
Temporary resident	17%
Disability flag	32%

## Report subject

Note that 1 report can have multiple subjects.

Bullying/harassment	* 46% of all reports
Online bullying/harassment	63%
Face to face	40%
Other	20%

\*Categories are based on description of behaviour

Discrimination	12%
Race based discrimination	56%
Gender identity	14%
Religion	5%
Other	9%

Sexual misconduct	*27%
Sexual harassment	63% (of sexual misconduct reports)
Sexual assault	46%
Posting/recording images without consent	6%
Stalking	4%

\*Categories are based on description of behaviour, and definitions in Student SA/SH Policy

<i>Violence</i>	5%
<i>Other</i>	10%

## Actions taken (795 actions recorded)

Each report results in many different actions. These have been grouped depending on when they occur, and who the action involves.

Percentages indicate the proportion of all actions recorded.

### **Initial response**

Notify Registrar/DVC-A of report	16%
Standardised assessment of report*	11%
Student Wellbeing Check	9%

\*(consistently implemented from start 2021)

### **Contact with person making report or experiencing behaviour**

Actions relates to arranging supports, discussing options to respond to a report, organising support with study, and other assistance as required.

Contact with person experiencing behaviour	26%
Contact with person making report	5%

### **Contacts with person of concern**

Contact with person of concern	5%
Request to enrol PoC in online education	2%
Request to meet PoC	1%
Meet with PoC	1%

### ***Contacts with staff at the University***

These contacts will relate to coordinating support for those involved, in relation to their safety, wellbeing, studies or other relevant areas.

Contact with other staff (eg Academics)	7%
Contact with other Student Wellbeing staff	1%
Contact with Student Complaints/Misconduct	4%
Contact with Student Wellbeing Counselling	3%
Contact with MQ Human Resources	2%
Contact with Security	2%
Contact with Student Wellbeing Accessibility	1%
Contact with Student Care Coordinator	1%
Contact with Student Advocacy service	1%
Contact Staff Workplace Health and Safety	1%
Contact with Accommodation provider less than	1%

### ***External referrals made by Safety/behaviour staff coordinating response***

Note that information about relevant services is always given to reporters, where their contact information is known. Reporters may choose to act on this information without telling safety/behaviour team staff. The actions below record actions taken by staff.

Referral to eSafety Commission	Less than 1%
Referral to Police	Less than 1%
Referral to other external service	Less than 1%

### **Reports with resolution recorded**

Reports with a resolution recorded are reports which have been closed for no further action (subject to no further contact from the person experiencing the behaviour). Many reports remain active for more than 6 months.

Person of concern provided information on code of conduct/policy	51%
No resolution – reported did not wish to proceed	12%
No resolution – insufficient information	12%
Referral for follow up by Student Wellbeing	9%
PoC Completion of online training	5%
Apology to those affected	2%
PoC referred to counselling	2%
Referral for investigation as student misconduct	2%
Referral for investigation by Police	2%