
RESPECTFUL RELATIONSHIPS STATEMENT

St Catherine's College is a community committed to the values of diversity, integrity, leadership and courage. All members have a right to live in an environment that is safe and respectful, free from violence of any kind. There is no place for sexual violence in College or society more generally.

The College welcomes the Broderick Report by the Human Rights Commission on sexual harassment and sexual assault in universities as a means of ensuring the continual review and improvement of practices that ensure the safety and well-being of all Residents. The College supports the initiatives of Universities Australia to address culture on campus and will participate fully in the review of university residential environments by The University of Western Australia.

St Catherine's will continue to develop skills and knowledge required by our residents and staff to strengthen the College as a safe, supportive and inclusive environment.

The College commits to a holistic, sustained and resourced approach to maintaining St Catherine's as safe and respectful community in the following ways:

College Leadership

The Senior Staff and Board of St Catherine's lead by example and drive the commitment to ensuring the College nurtures respectful relationships and a safe, stimulating environment that celebrates diversity and supports excellence, wellbeing and personal growth.

Student Leadership Selection

The College appoints a leadership team that represents the diversity of the community rather than the popularity of certain groups or individuals. This includes gender as well as cultural diversity. Selection for leadership roles within the community is rigorous and each successful applicant understands their responsibility to model respectful behaviour in the community.

Staff and Leadership Training

Staff and student leaders are provided with ongoing training and skills development around the design, delivery and review of programs aimed at fostering an environment in which every individual can thrive.

Expectations

Residents applying for the College understand the emphasis placed on St Catherine's being a respectful community, articulated in the Behaviour Policy, Code of Conduct and Code of Ethics, as well as in the design and delivery of information and events. Residents understand that bullying, hazing, discrimination or sexual misconduct will not be tolerated by the College. Any complaints or concerns are treated with respect and sensitivity.

Every Resident and staff member is expected to take responsibility for St Catherine's being a respectful community. No Resident is exempt from respectful behaviour by virtue of their leadership role, duration of their residency or perceived status in College.

Orientation Week

During Orientation Week (O'Week) at the start of each semester, the College delivers a comprehensive program of events, workshops and seminars designed to ensure that every Resident understands their rights and obligations to the community.

The College recognises that Residents come from diverse social and cultural backgrounds and experiences. O'Week assists all Residents not only to understand but to celebrate the value of diversity.

Residents are respected as independent adults and are expected to regulate their behaviour according to both the law and the policies and guidelines governing the College and their university.

Ongoing Skills Development

The College makes sure that the respectful relationships agenda is not confined to O'Week.

Throughout the year the College runs activities and learning models, online as well as delivered face to face, that build awareness and skills around:

- respectful relationships
- sexual consent
- safe sex
- bystander training
- healthy boundaries
- effective communication
- mutually fulfilling relationships
- respect for self
- respect for sexual diversity
- courageous conversations about difference and diversity

Openness

St Catherine's strives to create a safe, open and easily accessible process for expressing complaints and concerns around negative experiences and unacceptable behaviours.

College staff and student leaders maintain an open-door policy in which Residents can raise issues confident that they will be heard without bias and assisted to progress their complaint to the extent that they wish. Confidentiality is discussed and sensitivity is given utmost importance.

Staff and Student Leaders meet regularly with Residents through a variety of formal and informal events and meetings to promote an open, welcoming and inclusive culture.

Residents and staff are well informed about the importance the College places on respectful relationships and how to report complaints, concerns and incidents regarding sexual harassment or assault should they occur.

Review and Development

Every organisation can improve the effectiveness of measures taken to address and eliminate sexual violence and behaviours inconsistent with respectful relationships. The College undertakes to regularly review its policies and procedures, as well as the effectiveness of its programs and responses to incidents.

The College encourages its residents and staff to engage the process of developing leading practice.

Support

The College works closely with support providers on and off campus to ensure that resident support is integrated and holistic. To the extent that a resident desires, the College will facilitate access to professional support and advice.

College staff are training by SARC in responding to disclosures of sexual assault and professional counsellors are available to Residents and staff.

Staff and external advisers are available to assist any Resident who wishes to make a complaint or raise a concern about sexual misconduct.

Any student who wishes to go to the Police to make a complaint, or who wants to contact an external body for help or advice, will be given the full support of the College.

AUTHORISATION

Head of College

Date

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