

Safe, Respectful, Supportive and Positive: Ending Sexual Violence and Harassment in Irish Higher Education Institutions

HEI Annual Report Template 2022

Institutional information:	
Name of institution:	University College Dublin
Key contact for the Framework	Name: Professor Colin Scott Title: Vice-President for EDI Email: colin.scott@ucd.ie

Section A: Institutional Culture	
Framework Outcome 1	A member of HEI senior management team will have responsibility for the implementation of the Framework.
Status	<div style="display: flex; align-items: center; gap: 10px;"> achieved x in progress planned □ no progress □ </div>
Details	<p><i>Please provide evidence with reference to the indicator if 'in progress' or 'achieved', or give rationale for status if 'no progress' or 'planned'.</i></p> <ul style="list-style-type: none"> ● Professor Colin Scott, Vice-President for EDI and chair of UMT Equality Diversity and Inclusion Group has responsibility for oversight of the action plan and progress reports. Dignity and Respect and the Consent Framework are standing agenda items at the EDI Group meetings. ● Other UMT members have a responsibility and support the implementation of the consent framework: <ul style="list-style-type: none"> - The Director of HR through the implementation of the broader dignity and Respect review recommendations - The Registrar through the work of the Student Experience Group and UCD ESHTe group chaired by the Dean of Students. - Professor Aoife Ahern as Chair of the Dignity and Respect Oversight group ● The Consent Framework action plan was approved at UMT, sponsored by Professor Colin Scott, prior to submission to the HEA. Progress reports will also be submitted to UMT for noting. ● The Consent Framework was an agenda item at the GA. ● The Consent Framework action plan is published on the Dignity and Respect website https://www.ucd.ie/dignityandrespect/policies/sexualmisconductpolicy/endingsexualviolence

<p>Framework Outcome 2</p>	<p>HEIs will establish an Institutional Working Group to coordinate Framework implementation. This will be comprised of key stakeholders including academics, support services, administration, and students’ unions, and will ensure due regard to balanced representation, in particular representation of groups at particular risk of experiencing sexual violence and harassment; women, those with disabilities, ethnic minorities and LGBT+.</p>
<p>Status</p>	<p> achieved x in progress planned <input type="checkbox"/> no progress <input type="checkbox"/> </p>
<p>Details</p>	<p>There are a number of Working Groups and Committees that support the implementation of this framework.</p> <p>A UMT Equality, Diversity and Inclusion sub-group was established in 2015 and is chaired by the Vice-President for EDI. This group has broad representation from across UCD and is representative of categories of employees, grades, Colleges/Units, EDI related networks for under-represented groups, committees and student representation. Members are appointed through a combination of expressions of interest and by invitation as ex officio members by virtue of their role. Membership can be accessed on this webpage: https://www.ucd.ie/governance/governanceandmanagementcommittees/universitymanagementteam/umtequalitydiversityandinclusiongroup/</p> <ul style="list-style-type: none"> - This group has responsibility for implementation of the EDI Strategy 2021 – 2024 which includes a dedicated strategic objective with a range of actions around dignity and respect. A specific action is included around the Consent Framework and further actions around the implementation of the broader dignity and respect framework. - The meeting dates of the EDI group are published on the University Secretariat website with the UMT and other subgroup meeting dates. There are a number of subgroups and Working groups of the EDI group including: the gender equality action group, disability sub-group, LGBTI sub-group, University of Sanctuary sub-group, Multicultural sub-group (including a Race and Ethnicity Working Group) and Neurodiversity working group. Chairs of these groups are members of the EDI group. https://www.ucd.ie/equality/groups/equalitydiversityinclusiongroup <p>A Dignity and Respect Oversight Group, also a sub-group of the EDI Group, was established in October 2021 and is chaired by a member of UMT.</p> <ul style="list-style-type: none"> - The purpose of this group is to oversee the implementation of the Bullying and Harassment policy and Sexual Misconduct

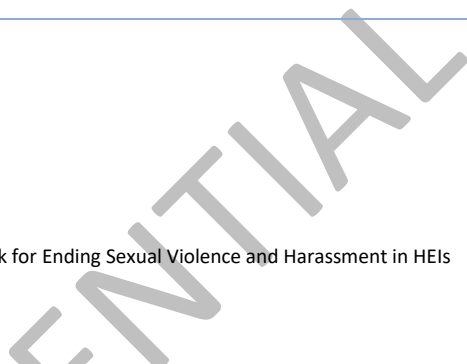
	<p>policy for students and employees and a set of recommendations as per the Dignity and Respect Review Report were translated into a Dignity and Respect implementation plan.</p> <ul style="list-style-type: none"> - It is the responsibility of this group to monitor this cultural change, to embed it into the fabric of the University and to report on progress to the senior management and Governing Authority of the University. - It is also the responsibility of this group to enhance transparency around sexual misconduct and sexual violence and will oversee the publishing of a comprehensive Dignity and Respect Annual Report – the first D&R Annual Report 2021/22 will be published in December 2022. - This group is also representative of the UCD community including academic experts in the area of bullying, harassment and sexual misconduct, representatives from minority groups, University supports for employees and students etc. There are also external representatives on this group from the DRCC, Men’s Development Network and the National Women’s Council. <p>https://www.ucd.ie/equality/groups/dignityrespectoversightgroup/</p> <p>ESHTE - a UCD ESHTE group chaired by the Dean of Students was established in 2017 comprising staff, faculty and student members to lead a coordinated approach to the consideration of sexual assault and harassment. Initiatives included the “Cup of Tea” Video, Bystander Training, Consent Workshop and the development of the Anonymous Reporting tool.</p> <p>https://www.ucd.ie/dignityandrespect/policies/sexualmisconductpolicy/endingsexualviolence/</p> <p>From 2022/23, following the pilot, College Vice-Principals for EDI will formally review periodic reports from the anonymous reporting tool at their EDI College Committee meetings and report to College Executives on data and recommended actions to address these issues.</p> <p>The Gender Equality Action Group, co-chaired by the VP for EDI and the Head of School of Physics, has a standing agenda item of dignity and respect including the consent framework. There are a number of actions to support the implementation of the consent framework in the Gender Equality Action Plan.</p> <p>https://www.ucd.ie/equality/groups/genderequalityactiongroup/</p>
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Comment	<p><i>People are working on a voluntary basis to sit on these groups and often membership overlaps due to roles – there are many competing demands on people’s time and it can be challenging to continue to give their time on an ongoing basis. It can also be challenging to achieve the diversity of membership as people from minority groups are also asked to participate on many groups.</i></p>
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<p>Framework Outcome 3</p>	<p>Liaison and partnership with external specialist agencies to ensure effective engagement with external structures.</p>							
<p>Status</p>	<p><i>achieved</i></p>	<p>X</p>	<p><i>in progress</i></p>	<p><input type="checkbox"/></p>	<p><i>planned</i></p>	<p><input type="checkbox"/></p>	<p><i>no progress</i></p>	<p><input type="checkbox"/></p>
<p>Details</p>	<ul style="list-style-type: none"> • UCD has had a relationship with the DRCC for a number of years. The DRCC provides training to key roles such as the Dignity and Respect Support Colleagues, Student Adviser roles and several units in UCD. The Dignity and Respect Support Service has also received in-depth training from the DRCC. • The DRCC was involved in the development of the bespoke People Manager face-to-face training and online D&R Employee training • UCD is represented on the National Advisory Committee of the National Women’s Council (NWC). • UCD engaged with Men’s Aid and Women’s Aid as part of the D&R Review in UCD. • External members have been appointed to the D&R Oversight Group from the NWC, the DRCC and Men’s Development Network. • External experienced individuals are involved throughout the formal D&R process such as an external member on the Screening Panel, use of external investigators and external mediators. • In terms of support from external agencies for UCD employees and students, a dedicated webpage containing details of internal and external supports and contact details has been developed. • UCD collaborated with the IUA on a funding proposal for the establishment of a pilot process around D&R Environmental/Cultural Assessments. HEA funding was awarded for this project. An external assessor has been appointed to carry out this pilot and develop a proposed framework for roll-out across the sector. • Participation by UCD at external conferences – UCD participated at the HEA Ending Sexual Violence Conference on 8 December 22 and at a CultureShift Conference in the UK on the same date. • Participation in sector-wide project to develop an anonymous reporting tool ‘Speak Out’ through sharing the UCD experience and practice of developing and operating an anonymous 							



Section B: Institutional Processes - Recording	
Framework Outcome 4	HEIs will create an easy to use system for students and staff to disclose and report incidents, which would be reflected in a high level of awareness and understanding among both students and staff.
Status	achieved <input checked="" type="checkbox"/> in progress <input type="checkbox"/> planned <input type="checkbox"/> no progress <input type="checkbox"/>
Details	<p>A new Dignity and Respect website was launched that provides clear and accessible information for students and staff in relation to all aspects of Dignity and Respect at UCD, the website includes how to raise concerns, seek support, make anonymous reports or formal complaints of incidents of bullying, harassment and sexual misconduct: https://www.ucd.ie/dignityandrespect/. All reporting options have been highlighted and actively promoted through the following ways:</p> <ul style="list-style-type: none"> - on new website via “home page sliders” - Dignity and Respect Support Service outreach programme with broad and targeted outreach initiatives. Targeted outreach initiatives include contribution to training content for Peer Mentors, Residential Assistants, Sport Clubs and Societies leaders and Exam Invigilators. Workshops and bespoke resources have been provided to those engaging with internships and placements. Other initiatives include a presentation roadshow to School, College and Unit employees, lecture addresses, a roving outreach information stand, drop in clinics at various locations across two campuses and a social media outreach campaign in collaboration with the Student Union, Res Life and Global Guides. D&R Support Advisers provided a physical presence at the Access Students’ Welcome and Global Students Welcome, attended and presented at socials organised by the Mature Students’ Society and PhD Students’ Society and organised D&R Discussion Cafés targeted at Global Students. - via new online Dignity and Respect staff training programme. - via the revised online student training module provided as part of the Welcome to UCD Module. - via options for resolution and reporting section of UCD Report and Support website. <p>UCD Report and Support tool has been in place since 2020. The tool has recently been enhanced by offering an additional option for those</p>

	<p>reporting to be able to submit their contact details to request a follow-up communication from the Dignity and Respect Support Service and therefore receive direct support and an opportunity to discuss the incident and their options with a trained professional.</p> <p>Governance oversight for all reporting channels and associated data and related monitoring falls within the UCD Dignity and Respect Oversight Committee. A Data and Communications sub-group of this committee is being established to facilitate the monitoring of data where appropriate target actions and interventions in a more timely way.</p>
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<p>Framework Outcome 5</p>	<p>The reporting system is compatible with reporting party/survivor rights, cognisant of the needs of vulnerable groups, and has the confidence of the higher education community.</p>							
<p>Status</p>	<p><i>achieved</i></p>	<p>X</p>	<p><i>in progress</i></p>	<p><input type="checkbox"/></p>	<p><i>planned</i></p>	<p><input type="checkbox"/></p>	<p><i>no progress</i></p>	<p><input type="checkbox"/></p>
<p>Details</p>	<p>Reporting pathways are kept under review by the Dignity and Respect Oversight Group as part of its remit. The Membership, which includes the Head of the Dignity and Respect Support Service and external members with expertise in the area of sexual violence, helps to ensure that amendments and the promotions of the reporting pathways are accessible and are appropriately aligned to survivor rights. Supports are highlighted regularly throughout the Report and Support tool and throughout the formal complaints process.</p> <p>In addition, the preliminary screening panel for Dignity and Respect Complaints includes an external member with relevant professional experience.</p> <p>Operationally Report and Support is reviewed annually. Based on the analysis of data the tool's questions and option responses are updated to enhance the quality and detail of the information it provides. Responses to particular questions in the tool that relate to why the person is reporting anonymously and whether they have accessed university supports help us to identify where improvements may be needed at points of access to supports or where there may be barriers to making disclosures or formal complaints. Those reporting through the tool can also now choose to request a D&R Support Adviser to contact them.</p>							

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Framework Outcome 6	Institutions shall record statistics on harassment, assault, and rape and report them in the context of their strategic dialogue with the HEA.
Sample Indicator	<ul style="list-style-type: none"> Statistics recorded and submitted to HEA annually on request.
Institutional Indicator(s) (if different)	<ul style="list-style-type: none"> Statistical information on incidents of bullying, harassment, sexual misconduct will be published
Status	achieved <input checked="" type="checkbox"/> in progress <input type="checkbox"/> planned <input type="checkbox"/> no progress <input type="checkbox"/>
	<p>In addition to submission of statistics to the HEA upon request, UCD has continued its commitment to transparency by annually publishing statistical information in relation to the anonymous reports it receives in relation to incidents of bullying, harassment and sexual misconduct. Reports are publicly available here: https://www.ucd.ie/equality/support/dignityrespect/reportandsupporttool/</p> <p>The University has further decided to develop and publish the first annual report dedicated to Dignity and Respect at UCD. The report presents statistical data on the number of disclosures, anonymous reports and formal complaints the university received in 2021/22, providing for the first time an overarching picture of all incidents reported to the university. The annual report was presented to the Governing Authority in December 2022 and will be published in early 2023.</p>

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Section C: Institutional Processes - Policy	
Framework Outcome 7	Dedicated policies of breadth and depth consistent with the Framework aims referencing IUA/THEA guidelines and policies where appropriate.
Sample Indicator	<ul style="list-style-type: none"> • Policies and procedures (both informal and formal) for staff and students, which explicitly address sexual violence and sexual harassment, are in place and published online.
Institutional Indicator(s) (if different)	<ul style="list-style-type: none"> • Supporting framework in place – training, supports, awareness raising • Increase in numbers coming forward and reporting
Status	achieved <input checked="" type="checkbox"/> in progress <input type="checkbox"/> planned <input type="checkbox"/> no progress <input type="checkbox"/>
Details	<p>New Sexual Misconduct Policy (including sexual harassment and sexual violence) for students and employees was developed following an 18 month review of dignity and respect in UCD and incorporated key elements of the IUA guidelines. This policy is now published and was implemented from September 2021.</p> <ul style="list-style-type: none"> • A policy summary and key principles are available on a dedicated landing page: https://www.ucd.ie/dignityandrespect/policies/sexualmisconductpolicy/ • A linked page on 'Options for resolution' includes information on: informal options; reporting to the Gardai; making formal complaints and reporting anonymously. https://www.ucd.ie/dignityandrespect/policies/sexualmisconduct-optionsforresolution/ • Procedures for formal complaints processes for Bullying, Harassment and Sexual Misconduct are published. https://www.ucd.ie/dignityandrespect/policies/formalprocess/ • Bullying, Harassment Sexual Misconduct complaint form available on the website. https://www.ucd.ie/dignityandrespect/policies/formalprocess/commencingaformalcomplaint/ • A dedicated D&R Support Service provides supports to students and employees impacted by Bullying, Harassment or Sexual Misconduct. They proactively help to resolve the issues and provide guidance on informal and formal options. Videos have been developed by the D&R Support Service to promote a culture of D&R in UCD and raise awareness around supports and the policies in place. They undertake workshops with schools/units, hold satellite clinics across campus,

	<p>operate roving stands at key junctures of the year and are embedded into student orientation (stands, lecture addresses etc)</p> <ul style="list-style-type: none"> ● A bespoke People Manager face-to-face programme and bespoke online Employee training programme including bystander training has been developed including tailor-made videos and scenarios – the material is based on our UCD D&R policies. External providers supported the development and roll-out of these trainings. (see further details below) ● A communications and awareness-raising campaign was launched in September 2022 (#not in our UCD) and will continue to run on an ongoing basis with different messaging based on the data outputs (see further details below). <p>D&R Data 2021/22</p> <p>D&R Support Service - 95 individual contacts/311 ongoing contacts since launch in November 2021 - August 2022. 30% of students disclosing reported sexual misconduct.</p> <p>Formal dignity and respect complaints increased from 8 complaints in 2018/19 to 28 in 2021/22.</p>
<p>Comment</p>	<p><i>The establishment of the first D&R Support Service in a HEI with 3 full-time support advisers - this service has been a huge success and support to students and employees impacted by bullying, harassment and sexual misconduct.</i></p>

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Framework Outcome 8	Policies are explicitly linked to clear lines of responsibility, active responses, institutional reporting, and regular review.							
Status	achieved	x	in progress	<input type="checkbox"/>	planned	<input type="checkbox"/>	no progress	<input type="checkbox"/>
Details	<p>The UCD Sexual Misconduct policy clearly outlines roles and responsibilities from senior management to people managers and support roles.</p> <p>A statement is included in the policy around the accountability of roles and actions that will be taken if responsibilities are not upheld by these roles.</p> <p>Reporting and Monitoring section in policy clearly outlines reporting commitments - quarterly reports to EDI and UMT and annual report to Governing Authority. The first D&R Annual Report 2021/22 will be published in December 2022.</p> <p>Policy is iterative and will be kept under review to take account of developments nationally and issues identified as the policy is utilised. Periodic policy reviews are conducted in line with the University's Policy Management Framework will involve consultation including with external experts as was undertaken as part of the review.</p>							

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Framework Outcome 9	Policies include guidelines for addressing student and staff complaints, including transparency for all involved.							
Status	achieved	x	in progress	<input type="checkbox"/>	planned	<input type="checkbox"/>	no progress	<input type="checkbox"/>
Details	<p>In addition to the Sexual Misconduct policy, a number of supporting materials and guidelines have been developed:</p> <ul style="list-style-type: none"> - Dedicated webpage around options available for resolving issues including exploration of informal options - Formal complaints procedures outlining the formal complaints process including screening panel stage, precautionary measures, formal investigation process and potential outcomes - Establishment of the Dignity and Respect Support Service with three full-time staff members to provide support to those involved in issues of a dignity and respect nature. These roles will provide information on the formal and informal process and provide guidance on the completion of the formal complaint form. These roles can also accompany individuals to formal investigation meetings as a support. - A communication and awareness raising campaign has been rolled out to raise awareness around the culture of dignity and respect in UCD and to ensure that students and employees are aware of supports, their options for resolution and how to make a formal complaint - A three-tier training programme (blended learning) aimed at all students and employees, those in key roles whom people are likely to disclose issues of sexual misconduct and dedicated support roles has been rolled out. This training will ensure that all members of the UCD Community have a common understanding of the culture of dignity and respect at UCD and again will raise awareness around options for resolution and the formal process. 							

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<p>Framework Outcome 10</p>	<p>Policy implementation is supported by compiling relevant information, leadership of high-level HEI officer, and through the appropriate structures, an annual report on institutional initiatives and data to the Governing Authority.</p>							
<p>Status</p>	<p><i>achieved</i></p>	<p><i>x</i></p>	<p><i>in progress</i></p>	<p><input type="checkbox"/></p>	<p><i>planned</i></p>	<p><input type="checkbox"/></p>	<p><i>no progress</i></p>	<p><input type="checkbox"/></p>
<p>Details</p>	<p>A commitment was made to submit quarterly Dignity and Respect reports to the EDI group and UMT and annual reports to the GA. These quarterly reports were made throughout 2021/22 and included updates on the implementation of the D&R Supporting Framework.</p> <p>A D&R Annual Report was approved by UMT in November 2022 and was submitted to the Governing Authority for their meeting on 15 December for noting. This report will be published on the UCD Dignity and Respect website. This is the first time that a report of its kind has been published by the University covering progress on the implementation of D&R activities and data covering disclosures, formal complaints and data from the anonymous reporting tool.</p>							

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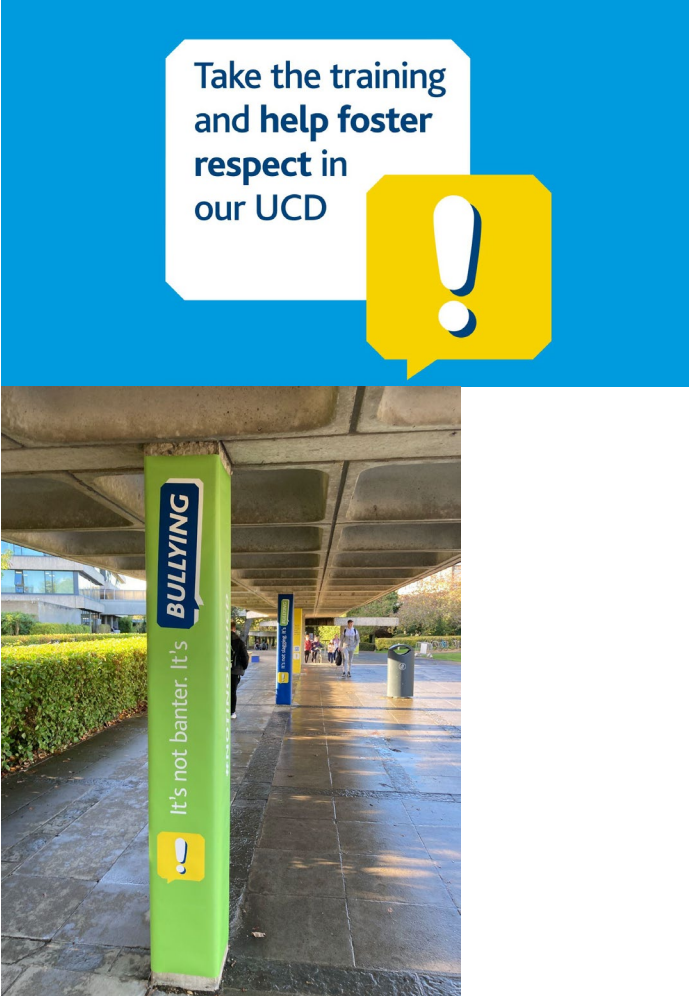
Section D: Targeted Initiatives	
Framework Outcome 11	HEIs will provide direct student and staff-facing activities including workshop/classes that promote an understanding of consent; student understanding and skills for speaking up and calling out unacceptable behaviour.
Status	achieved <input checked="" type="checkbox"/> in progress <input type="checkbox"/> planned <input type="checkbox"/> no progress <input type="checkbox"/>
Details	<p>UCD is committed to developing training on bullying, harassment, and sexual misconduct for every member of the community. Building on the success of the previous ‘Active Bystander Programme: UCD Says No to Sexual Misconduct’ module along with newly developed content aimed at employees a new iteration of the module was developed. Following extensive consultation with students, internal subject matter experts and key stakeholders the module was redesigned taking a more instructional design approach while also putting additional focus on certain elements including what constitutes inappropriate behaviour, being an active bystander and how to access supports.</p> <p>The new ‘Active Bystanders Challenging Bullying, Harassment and Sexual Misconduct #NotInOurUCD’ was rolled out as part of orientation in August 2022 to undergraduate and postgraduate taught students. A hugely visible online and offline campaign was launched in September to complement and promote a culture free from bullying, free from harassment, sexual harassment, violence, and sexual misconduct - Not in our UCD.</p> <p>The enhanced module has been successful with over 3,769 undergraduate students and 1,013 postgraduate taught students completing the training. Around 8000 of our current undergraduate student cohort have taken the Active Bystander Module since 2020. Information relating to the evaluation of the training is detailed under Framework outcome 14 below.</p> <p>An EDI Training and Awareness Raising Co-Ordinator was appointed to support the development and roll-out of dignity and respect related training programmes and other EDI training commitments. In-person training for staff was tailored and prioritised according to role:</p> <ul style="list-style-type: none"> ● In-depth training for the dedicated Dignity and Respect Support Advisers and for the Dignity and Respect Support Colleagues was provided by the Dublin Rape Crisis Centre. ● A full-day, face-to-face training programme for People Managers and a half-day session for key signposted roles was delivered by an experienced Dignity and Respect training provider. <p>Following the design and consultation phases, this training was launched in June 2022, focussing on key skills such as early resolution, and</p>

	<p>receiving a disclosure. Members of UMT were the first group to undergo this training. Some statistics effective end November 2022 include:</p> <ul style="list-style-type: none">● 22 face-to-face sessions delivered since June 2022● 19 sessions planned for the period January – June 2023● 24% (162/675) of total people manager population completed training by end November 2022 <p>Online training for staff was also developed including two parts: Part I ‘Awareness Raising and Changing Behaviours’, and Part II ‘Supports, Options and How to be an Active Bystander’. It was rolled out to all employees in September.</p> <ul style="list-style-type: none">● Online employee training completed since launch in September 2022 - 506 employees
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<p>Framework Outcome 12</p>	<p>Ongoing messaging to disseminate information consistent with the Framework aims for cultural change and awareness.</p>
<p>Status</p>	<p> achieved <input checked="" type="checkbox"/> in progress <input type="checkbox"/> planned <input type="checkbox"/> no progress <input type="checkbox"/> </p>
<p>Details</p>	<p>In parallel with the new training course for staff and enhanced training programme for new and returning students described above the campus campaign was developed and delivered. Following extensive research, workshops and focus groups with UCD employees and students, an overarching campaign framework was developed: #NotInOurUCD. As well as highlighting specific examples of unacceptable behaviours it directed students and staff to the training modules being developed and encourage participation. Multiple channels were utilised including social media, websites, posters and building banners. The campaign benefited from the support and active promotion by the SU team.</p> <p>The SU sabbatical officers received a bespoke two-day induction session which included presentations by the EDI Manager and the Head of the Dignity and Respect Support Service.</p> <p>Website highlighting training: https://www.ucd.ie/dignityandrespect/</p> <p>Some campaign images:</p> 

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<p>Comment</p>	<p><i>While the campaign is achieved, the commitment is ongoing as the University community is constantly changing.</i></p>

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<p>Framework Outcome 13</p>	<p>HEIs will create and implement an education plan to ensure all staff and relevant students have at least a minimal agreed understanding and capacity to support students; create and implement a training plan for staff and students who contribute to initiatives and services.</p>
<p>Status</p>	<p> achieved <input checked="" type="checkbox"/> in progress <input type="checkbox"/> planned <input type="checkbox"/> no progress <input type="checkbox"/> </p>
<p>Details</p>	<p>A comprehensive training plan for staff and students was developed and delivered, as described in Framework outcome 11 above including the enhanced ‘Active Bystander Programme: UCD Says No to Sexual Misconduct’ module.</p> <p>The programme of consent education activities included:</p> <ul style="list-style-type: none"> ● The Cycling Through Consent video was played during Orientation for all incoming students. ● Building on a pilot programme delivered 2021 the embedding of the Active* Consent workshop into core first year modules continued as more academic staff were trained to deliver the workshop extended to include 15 programme areas across the College of Social Sciences & Law, College of Health Sciences and Agriculture, College of Engineering & Architecture and College of Science and the College of Business. ● Consent Play: The Student Adviser team and the Students’ Union invited Active* Consent to deliver their play “<i>The Types of Sex You Might Have at College.</i>” The play was performed to approximately 200 students during the Union’s Sexual Health and Guidance week. ● Students’ Union sabbatical officers undertook sexual assault disclosure training with the Dublin Rape Crisis Centre, and 3/6 of the officers are trained to deliver Active Consent workshops. They collaborated with faculty to help facilitate the embedding of consent messaging at programme level and in the educational environment. ● The Students’ Union, in partnership with the Dignity and Respect Support Service, ran a Consent week, with roadshows around the campus promoting both UCD specific supports and national supports, workshops and talks relating to the topic. ● Active Bystander Programme: UCD Says No to Sexual Misconduct module is also provided to cohorts of student leaders such as Residential Assistants and Peer Mentors. The module has also been incorporated into the training of Sports Club Officers. ● See targeted initiatives above for People Manager and Employee Training

Comment	<i>The programme of consent is ongoing and opportunities for further consent education activities will be identified and delivered throughout each academic session.</i>
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Framework Outcome 14	HEIs will create and implement a system for measuring effectiveness of initiatives.
Sample Indicator	<ul style="list-style-type: none"> HEI monitoring framework in place to track progress and measure effectiveness of framework-related training and activities.
Institutional Indicator(s) (if different)	<ul style="list-style-type: none"> Implement evaluation tool to student active bystander programme Implement evaluation tool to staff online / in-person training programme
Status	achieved <input type="checkbox"/> in progress <input checked="" type="checkbox"/> planned <input type="checkbox"/> no progress <input type="checkbox"/>
Details	<p>An evaluation tool was incorporated into the delivery of the student programme ‘Active Bystander Programme: UCD Says No to Sexual Misconduct’ An anonymous survey was used to gather feedback. The response rates were positive 85% of UG students and 82% of postgraduate taught students who completed the training responded to the evaluation survey. Students across both groups surveyed had a largely positive assessment of the module with 95% saying that they would recommend it. In addition to the rating question, students were asked to list five words to describe the content. ‘Informative’, ‘Powerful’ ‘Surprising’, and ‘Enlightening’, were some of the key responses emerging again reinforcing the importance of this module within the student community.</p>
Comment	

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Framework Outcome 15	HEIs will provide accessible, trauma-informed services; for supporting student and staff disclosure, reporting and complaints, and for counselling and advocacy.
Sample Indicator	<ul style="list-style-type: none"> • Evidence that services are trauma-informed • Evidence of range of services available to staff and students, including capacity to meet demand in AY 2021-2022. • Evidence of awareness of formal and informal reporting mechanisms and the internal and external support services available by all members of the college community in AY 2021-2022, in particular vulnerable groups.
Institutional Indicator(s) (if different)	
Status	achieved x in progress <input type="checkbox"/> planned <input type="checkbox"/> no progress <input type="checkbox"/>
Details	<p>Training</p> <ul style="list-style-type: none"> • Team members of the Dignity and Respect Support Advisers undertook a two-day bespoke training programme created and delivered by training experts from the Dublin Rape Crisis Centre which focused on accepting disclosures and supporting individuals in a trauma-informed way. • All UCD Student Advisers have attended the Dublin Rape Crisis Centre Training on Sexual Assault Disclosure and annual refresher sessions were held prior to the appointment of Dignity & Respect Support Advisers. • UCD Counselling Team attended a 2 day training course with the Dublin Rape Crisis Centre in January 2022, which covered ensuring a trauma focussed service. A review of procedures and environment followed and plans are underway to enhance the physical space to provide a more discrete waiting area intended to enhance privacy. <p>Accessible supports:</p> <ul style="list-style-type: none"> • A dedicated webpage provides information and contact details of all available support services available to staff and students. To enhance ease of access supports are arranged into those available to staff and students and to university and external services. the website also includes a video explaining the role of the Dignity and Respect Support Service. Link to supports page: https://www.ucd.ie/dignityandrespect/supports/ Link to Dignity and Respect Support service video: https://www.ucd.ie/dignityandrespect/supports/dignityrespect-supportservice/ • UCD Report and Support also provides links to support service information and information about formal and informal mechanisms of reporting.

	<ul style="list-style-type: none"> • To provide direct information about supports available to students and staff contacting the service, the Dignity and Respect Support Service team includes contact details of supports as part of their email signatures and automated messages to guide staff and students to external supports available during out of hours periods.
<p>Comment</p>	<p><i>Training is provided to all new team members upon joining the various support services. Refresher training is provided on a periodic basis.</i></p>

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Section E: Narrative Questions (optional)

1. On reflection, what is your institution's most significant achievement to date in implementing the Framework? Would you like to highlight exemplars of good practice or innovative initiatives?

- First HEI to develop an anonymous reporting tool (January 2020)
- First HEI to develop a Sexual Misconduct policy
- Establishment of the D&R Support Service with three full-time D&R Support Advisers
- HEA funding obtained by UCD for a sectoral D&R Cultural Assessment pilot sponsored by the IUA
- Bespoke Training for employees including Bystander training (developed videos and scenarios as part of this)
- Shortlisted for two awards based on the implementation of D&R in UCD – CIPD award and National Diversity and Inclusion Award – announcement of outcomes will be in February 2022.

2. How would you describe the one or two most significant challenges or barriers to effective Framework implementation?

- Resource Intensive and funding of initiatives (budget is finite)
- Involves co-ordination with a lot of people as many involved in different aspects of implementation of the D&R Framework
- Building a culture of trust with the UCD community
- Competing demands on people's time – e.g. to attend D&R related training/undertake online training.

3. Please provide an overview of the key lessons learnt through implementation of the Framework to date. Your answer could include how learning was used to enhance policy or practice, and efforts made to disseminate learning internally and externally.

- Consultation with the UCD Community is key in relation to policy development and all aspects of the supporting framework e.g. training, promotional campaign etc.
- Continuous communication on activities and progress including data is very important in building trust and enhancing transparency.
- Responding to feedback – evaluations from training or feedback on clarity in the policy or process is important to take on board.
- Reviewing policies and processes regularly – iterative process

4. Please provide details of the human resources dedicated specifically to the implementation of the Framework in your institution, on a full or part-time basis (as evidenced by job descriptions and / or formal work objectives).

- D&R Support Service – 3 full-time D&R Support Advisers to provide support and raise awareness through workshops, roving stands etc around D&R
- EDI - managing the D&R policies, D&R Oversight Group & Screening Panel/collation of D&R data

- Student Engagement, Conduct Complaints and Appeals (SECCA/Employee Relations – manage the formal complaints investigations
- EDI Training Co-ordinator - responsible for rolling out the D&R People Manager face-to-face training and monitoring update of this training and online training
- All members of the various groups mentioned above

5. Do you have any specific feedback in relation to the Framework itself, and how it could be improved?

- There are a number of strategies and action plans in place in HEIs - e.g. Gender Equality Action Plans. It is important that there is alignment with this implementation plan and other plans and reporting requirements i.e. joining the dots
- Bullying and harassment are also important elements of dignity and respect - could potentially consider broadening out this framework to incorporate all elements of dignity and respect

Section F: Signatures


Submitted by:

Name: Professor Colin Scott

Job title: Vice President for EDI

Signed: 

CONFIDENTIAL

Date:	16 January 2023
President:	
Name of President:	Prof. Mark Rogers
Signature of President:	
Date:	16 January 2023

Appendix 1: Framework Outcomes

Section 4.2 of Safe, Respectful, Supportive and Positive: Ending Sexual Violence and Harassment in Irish Higher Education Institutions (the Framework)

Institutional Culture

- 1 A member of HEI senior management team will have responsibility for the implementation of the Framework.

- 2** HEIs will establish an Institutional Working Group to coordinate Framework implementation. This will be comprised of key stakeholders including academics, support services, administration, and students' unions, and will ensure due regard to balanced representation, in particular representation of groups at particular risk of experiencing sexual violence and harassment; women, those with disabilities, ethnic minorities and LGBT+.
- 3** Liaison and partnership with external specialist agencies to ensure effective engagement with external structures.

Institutional Processes for Recording

- 4** HEIs will create an easy to use system for students and staff to disclose and report incidents, which would be reflected in a high level of awareness and understanding among both students and staff.
- 5** The reporting system is compatible with complainant/survivor rights, cognisant of the needs of vulnerable groups, and has the confidence of the higher education community.
- 6** Institutions shall record statistics on harassment, assault, and rape and report them in the context of their strategic dialogue with the HEA.

Institutional Policies

- 7** Dedicated policies of breadth and depth consistent with the Framework aims.
- 8** Policies are explicitly linked to clear lines of responsibility, active responses, institutional reporting, and regular review.
- 9** Policies include guidelines for addressing student complaints, including transparency for all involved.
- 10** Policy implementation is supported by compiling relevant information, leadership of high level HEI officer, and through the appropriate structures, an annual report on institutional initiatives and data to the Governing Authority.

Targeted Initiatives

- 11** HEIs will provide direct student-facing activities including workshop/classes that promote an understanding of consent; student understanding and skills for speaking up and calling out unacceptable behaviour.
- 12** Ongoing messaging to disseminate information consistent with the Framework aims for cultural change and awareness.
- 13** HEIs will create and implement an education plan to ensure all staff and relevant students have at least a minimal agreed understanding and capacity to support students; create and implement a training plan for staff and students who contribute to initiatives and services.
- 14** HEIs will create and implement a system for measuring effectiveness of initiatives.
- 15** HEIs will provide accessible, trauma-informed services; for supporting student disclosure, reporting and complaints, and for counselling and advocacy.