Respectful supervision & relationships

Overview of recommendations

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The supervisor-student relationship

- Inherent power imbalance
- Student is heavily reliant on supervisor
- Supervisor influences student’s career outcomes
- Other factors in power imbalance: age difference, cultural conventions
**CAPA recommendations**

**short term**

- Creation of university taskforce
- Commence review of policy, processes, protocols
- Institute reporting at governance bodies
- Review all communications materials
- Consult with student representatives
CAPA recommendations

medium term

• Stand-alone sexual assault and sexual harassment policies
• Centralised reporting structures
• Statement of community standards
• Pre-arrival information for students
• Dedicated staff to prevent and respond to incidents
• First responder training for staff
CAPA recommendations

long term

• Ongoing reviews
• Commitment to a follow-up survey
• Cultural change - students seen as equals
CAPA recommendations

Higher Degree by Research students

- University keeping track of all supervisors
- Mandatory training for supervisors
- Making students aware of their rights and responsibilities
- Regular, confidential reporting by HDR students on their supervisors
Further recommendations for supervisor-student relationships:

- Universities should have policies against romantic or sexual relationships between students and their supervisors.
- Procedures in place for when a relationship does occur.
- Supervision teams rather than a single supervisor.
International students

- Require pre-arrival information
- Importance of confidential advocacy services
- Should have access to support in their own language

HDR students in Australia

- 45000 International HDR students
- 26000 Domestic HDR students
The issue of non-reporting

• Policies and procedures which protect the victim
• Ability for universities to remove supervisors from supervision
• Building a respectful researcher community
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