

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

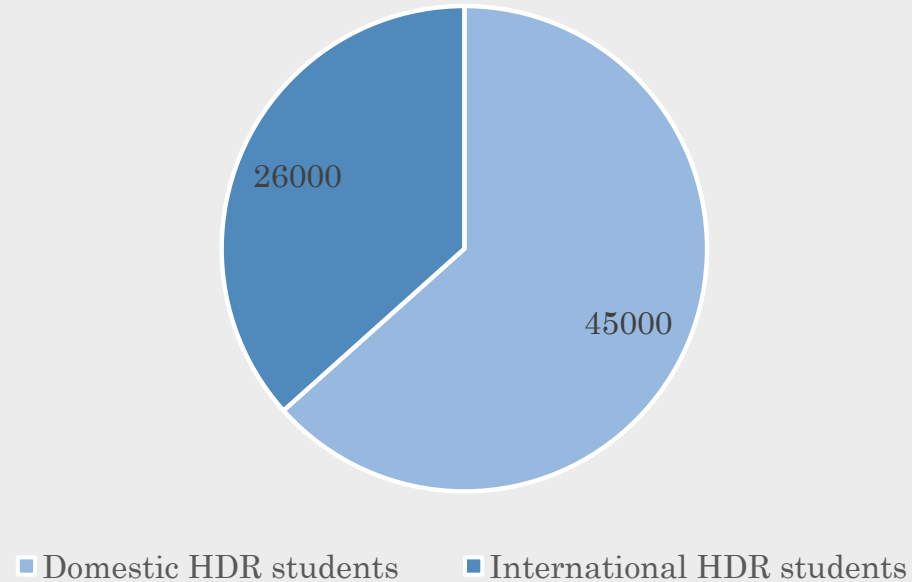
- University keeping track of all supervisors
- Mandatory training for supervisors
- Making students aware of their rights and responsibilities
- Regular, confidential reporting by HDR students on their supervisors

Further
recommendations
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

HDR students in Australia



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

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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