Action Plan to Tackle Sexual Violence and Harassment

Relevant Consent Framework Outcome	Action No.	Action	Progress to Date/ Milestones achieved	Person Responsible	Timeframe (start/end)	Success Indicator
1. Institutional Culture						
A member of HEI senior management team will have responsibility for the implementation of the Framework.	1.1	A member of the MIC Management Team who will have responsibility for this area will be appointed.	The Director of Student Life (DSL) is currently working on the implementation of the Framework including the delivery of student-facing training.	TBC (Director EDI to be appointed)	Q3 2021	A member of the MIC Management Team who will have responsibility for this area appointed.
HEIs will establish an Institutional Working Group to coordinate Framework implementation. This will be comprised of key stakeholders including academics, support services, administration, and student's 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+.	1.2	To establish an Institutional Working Group to coordinate Framework implementation.	The College will establish a Working Group which will be inclusive of all stakeholders and will report to the MIC Equality Committee on progress made on the delivery of the Action Plan.	Executive Team (ET)	Q4 2021	Working Group established to coordinate implementation.

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Liaison and partnership with external specialist agencies to ensure effective engagement with external structures.	1.3	To work in partnership with external specialist agencies.	Sustained engagement is ongoing to ensure effective engagement with external specialist agencies i.e. UCC Bystander Programme and GOSHH.	Director of Student Life (DSL) (currently) /Athena SWAN Project Manager (ASPM)/ Equality Committee/ Director of HR (DHR) & MI Student Union (MISU)	Ongoing	Ongoing, sustained engagement with external specialist agencies.

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2. Institutional Processes: Recording						
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.	2.1	Easy to use system established and dissemination of same.	MIC has a comprehensive Safeguarding policy and protocol in place which incorporates disclosure of incidents that include sexual harassment and sexual violence. Designated Liaison Persons (DLPs) have been appointed to both the Limerick and Thurles Campuses and procedures are in place for reporting. An expert Safeguarding advisor is in place to work with the DLPs and to support case management and also to ensure that best practice is adhered to.	ET	Ongoing	System established and operationalised and made widely available to all members of the College Community.

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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.	2.2	To ensure that 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.	The College is confident that its reporting system is compatible with complainant/survivor rights, cognisant of the needs of vulnerable groups, and has the confidence of the higher education community. Moreover, MIC policy and protocol in this critical area is under constant review, with national policy directives and best practice governing regular, transparent and well communicated modification as and when appropriate.	ET	Ongoing	Protocols and procedures are reviewed regularly to ensure that they are sensitive and compatible with reporting party/survivor rights, cognisant of the needs of vulnerable groups, and has the confidence of the higher education community.

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Institutions shall record statistics on harassment, assault, and rape and report them in the context of their strategic dialogue with the HEA.	2.3	The College would welcome sectoral consensus on legally compliant criteria, as well as criteria that serve the interests of policy and, most importantly, individuals concerned, that enables reporting against relevant and appropriate indicators.	MIC will act in full compliance with the law and in adherence with due sensitivity the safety and well-being of individuals involved in instances linked with harassment, assault and rape and will report to the HEA as appropriate within the context of the strategic dialogue.	ET	Q4 2021	Given the very significant complexity of these matters, and without prejudice to the Framework Outcome, MIC suggests that that the HEA should lead on formation of these indicators, with recourse to expert advice, and promulgate towards adoption within the strategic dialogue.

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3. Institutional Processes: Policy						
Dedicated policies of breadth and depth consistent with the Framework aims referencing IUA/THEA guidelines and policies where appropriate.	3.1	Equality Committee to review policies via the existing review mechanism to ensure that they are consistent with the Framework aims.	There are a number of College policies which support and are consistent with the Framework's aims. These policies will be re-visited in light of the new Framework and the College's ongoing commitment to constant review of its policy provision in this area as noted above. Development of a Safe and Respectful Campus Policy is underway.	VPGS, DEO, DHR, AS PM	Ongoing	Policies are verified to ensure that there is consistency with the frameworks aims.
Policies are explicitly linked to clear lines of responsibility, active responses, institutional reporting, and regular review.	3.2	All of the MIC Policies follow the format as specified across.	Equality Committee will review policies to ensure that they are explicitly linked to clear lines of responsibility, active responses, institutional reporting, and regular review.	ET/Equality Committee	Ongoing	Relevant policies are explicitly linked to clear lines of responsibility, active responses, institutional reporting, and regular review.

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Policies include guidelines for addressing student complaints, including transparency for all involved.	3.3	That Policies include guidelines for addressing student complaints, including transparency for all involved.	MIC has comprehensive policies in place for the registering and addressing of student complaints. They are fully transparent. The College will review the policies concerned to ensure that they articulate fully with reports of sexual harassment and sexual violence.	ET/Equality Committee	Ongoing	Relevant policies include guidelines for addressing student complaints, including transparency for all involved.

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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.	3.4	That 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.	The Equality Committee provides a report to each meeting of the GA and it is our understanding that this area will also be monitored through the Annual Statement of Governance. Senior-level leadership is in place to maintain operations within relevant structures. The College will review the policies and structures concerned to ensure that they articulate fully with reports of sexual harassment and sexual violence.	ET	Ongoing	Reporting on policy implementation in this area 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 is in place.

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4. Targeted Initiatives						
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.	4.1	That MIC will continue to provide direct student-facing activities including workshop/classes that promote an understanding of consent, sexual violence and harassment; student understanding and skills for speaking up and calling out unacceptable behaviour.	MIC has partnered with Active Consent, NUIG since 2018. Partnership was also established with UCC Bystander Intervention Programme in AY 2020/21. Consent training delivered to first year students: 28 consent workshops developed and delivered to Bachelor of Education students (Limerick campus). Online UCC Bystander programme delivered to all first-year students across both campuses. Plans are underway to make this training available to all undergraduates in Semester 2, AY 2020/21. Evaluations were completed on the workshops and headline feedback was communicated to NUIG.	DSL (currently)	Ongoing	That MIC will continue to provide direct student-facing activities including workshop/classes that promote an understanding of consent, sexual violence and harassment; student understanding and skills for speaking up and calling out unacceptable behaviour.

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Ongoing messaging to disseminate information consistent with the Framework aims for cultural change and awareness.	4.2	That MIC will continue to disseminate information consistent with the Framework aims for cultural change and awareness.	Materials disseminated by Active Consent, NUIG, were launched on 21 September, 2020 and were disseminated across both campuses online. Materials developed by GOSHH will be disseminated as soon as they become available.	DSL (currently) /MISU	Ongoing	Messaging to disseminate information consistent with the Framework aims for cultural change and awareness is ongoing.
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.	4.3	MIC has implemented 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.	The DSL and AS PM are currently members of the National Advisory Committee for ending Sexual Harassment in Third Level and are working to 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. DFHERIS established a new committee Feb. 2021, we will continue to liaise in this regard.	VPGS/DSL (currently)/A S PM	Ongoing	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.

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HEIs will create and implement a system for measuring effectiveness of initiatives.	4.4	MIC continues to implement a system for measuring effectiveness of initiatives.	Ongoing evaluation is built in to the delivery Active Consent Programme when it is delivered at module-level to measure the effectiveness of it. Targeted initiatives need to be put in place for staff.	DSL (currently) DHR	Q4 2021	MIC recommends that a coordinated sectoral approach should be put in place, led by the HEA to ensure baselines are set in terms of awareness, culture consistency and also the sharing of learning between peers and initiatives for staff, (similar to the Athena SWAN objectives)

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HEIs will provide accessible, trauma-informed services; for supporting student disclosure, reporting and complaints, and for counselling and advocacy.	4.5	MIC will continue to provide accessible, trauma-informed services; for supporting student disclosure, reporting and complaints, and for counselling and advocacy.	MIC has a comprehensive Counselling Service that is inclusive of the attributes and features listed across. The staff of the Counselling Service at MIC are highly trained and participate in ongoing CPD and engage with professional bodies in Ireland and UK where some represent Student Counsellors at a high-level Nationally. Out of semester time, additional counselling supports are in place.	DSL (currently)	Ongoing	Continue to provide accessible, trauma-informed services; for supporting student disclosure, reporting and complaints, and for counselling and advocacy.