Section A: Institutional Culture	
Framework Outcome	**A member of HEI senior management team will have responsibility for the implementation of the Framework.**
Sample Indicator	● Responsibility has been assigned to a member of SMT with clear reporting structures and this information is publicly available on the HEI website.
Institutional Indicator(s) (if different)	● Broader UMT support for implementation of the Framework
Status	achieved **x** in progress ☐ planned ☐ no progress ☐
Details	Please provide links to evidence that this indicator has been achieved. ● Professor Colin Scott, Vice-President for EDI and member of UMT, has overall responsibility for ensuring the implementation of the Consent Framework action plan. ● The UMT Equality Diversity and Inclusion Group, chaired by Professor Colin Scott, 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: - 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 - 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/*

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Comment	*Opportunity to comment on particular challenges, notable achievements, or help needed.*

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Framework Outcome	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+.						
Sample Indicator	● Working group has been established with appropriate representation and membership and meeting dates are published on HEI website.						
Institutional Indicator(s) (if different)	●						
Status	*achieved*	X	*in progress*	☐	*planned*	☐	*no progress*	☐
Details	● 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, 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. ● This group has responsibility for implementation of the EDI Strategy which includes a strategic objective and action around dignity and respect. This strategy is currently under review and will be approved in December 2021. A specific action is included around the Consent Framework and further actions around the implementation of the dignity and respect framework. ● The meeting dates of the EDI group are published on the University Secretariat website with the UMT and other sub-group meetings 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 Neurodiveristy working group. Chairs of these groups are members of the EDI group. https://www.ucd.ie/equality/groups/equalitydiversityinclusion group/ ● 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. The purpose of this group is to oversee the implementation of the Bullying and Harassment policy, Sexual						

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Misconduct policy for students and employees and a set of recommendations as per the Dignity and Respect Review Report which have now been translated into a Dignity and Respect implementation plan. It will be 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. 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. *https://www.ucd.ie/equality/groups/dignityrespectoversightgroup/*

- ESHTE - a UCD ESHTE group chaired by the Dean of Students consisting of staff, faculty and students, was established 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. *https://www.ucd.ie/dignityandrespect/policies/sexualmisconductpolicy/endingsexualviolence/*

- College Vice-Presidents for EDI review quarterly 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.
- 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 implementation of the consent framework in the Gender Equality Action Plan. *https://www.ucd.ie/equality/groups/genderequalityactiongroup/*

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<td>**Comment**</td>
<td>Encouraging participation in EDI related groups can be challenging, particularly when seeking specific representation.</td>
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Framework Outcome	**Liaison and partnership with external specialist agencies to ensure effective engagement with external structures.**
Sample Indicators	● Evidence and details of engagement and activities with external specialist agencies (e.g. rape crisis centres, RCNI, etc.). ● Working group membership includes external specialist agencies. ● Local external services mapped and are publicly available on the HEI website and other student/staff facing sources.
Institutional Indicator(s) (if different)	●

Status	achieved	☐	in progress	x	planned	☐	no progress	☐

Details	● 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 Contact Persons, Student Adviser roles and several units in UCD. The new Dignity and Respect Support Service have also received indepth training from the DRCC. ● UCD is represented on the National Advisory Committee of the National Women's Council (NWC). ● UCD also 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 and the DRCC. Further engagement is also taking place with the DRCC as to how best UCD can partner with the DRCC in addition to training. ● External experienced individuals are also involved throughout the formal D&R process such as as external member on the Screening Panel, 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 is collaborating with the IUA on a funding proposal for the establishment of a process around D&R Environmental Assessments. External assessors will undertake these assessments once a process is developed. ● Participation by UCD on external webinars - DRCC webinar on reporting issues of sexual misconduct in October 2021 and IUA webinar on Sexual Misconduct investigations November 2021 ● 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

	reporting tool. UCD Dean of Students participated in the national launch of the tool.
Comment	Where possible, collaboration across the sector in terms of some external engagement would be helpful. e.g. panel of external trained investigators, especially in sexual trauma, to be available across HEIs.

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Section B: Institutional Processes - Recording	
Framework Outcome	**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.**
Sample Indicators	● Clear, accessible and well publicised formal and informal reporting routes are in place. ● Evidence of how staff and students have been informed of these systems. ● Online report and support tool or equivalent in place for students and staff to report incidents.
Institutional Indicators (if different)	

Status	achieved	☒	in progress	☐	planned	☐	no progress	☐

Details	● UCD Report and Support, anonymous reporting tool was made available from January 2020 with a formal launch event held in February 2020. University leaders issued communications to all staff and students with information about the tool. The tool was further promoted in September 2021 through: 　- UCDSU orientation talks and social media platforms 　- Dean of Students Welcome to UCD talks 　- the online orientation programme 　- Active Bystander Programme UCD Says No to Sexual Misconduct. Link to tool: *https://reportandsupport.ucd.ie/* ● A new Dignity and Respect website was launched in September 2021: *https://www.ucd.ie/dignityandrespect/* The new resource provides information in a clear and accessible format to both staff and students in relation to new policies and includes: 　- informal options 　- formal complaints process 　- internal support services, including named points of contact: Dignity and Respect Contact Persons and the new Dignity and Respect Support Service 　- external specialist support services. ● Continuous promotion and awareness raising: 　- New policy implementation milestones, such as the delivery of targeted training sessions.

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	- Through related national and institutional campaigns e.g. #UNMUTECONSENT and UCDSU led consent campaigns.
Comment	**Achievement:** Led on the development and launch of an anonymous reporting tool for students and staff to report incidents of bullying, harassment and sexual misconduct. UCD contributed to the development of 'Speak Out' through the provision of advice and sharing learning from the UCD experience.

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Framework Outcome	**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.**
Sample Indicator	● Reporting pathways are periodically assessed by specialist advisers external to the institution to ensure it is compatible with reporting party/survivor rights.
Institutional Indicator(s) (If different)	● Inclusion of external members on Dignity and Respect Complaint Screening Panel and the Dignity and Respect Oversight Group.

Status	*achieved*	☒	*in progress*	☐	*planned*	☐	*no progress*	☐

Details	● UCD Report and Support, anonymous reporting tool questionnaire was developed using the expertise and guidance from UK service provider for over 40 UK HEIs. Tool enhanced for 2021/22 using inputs from UCD ESHTE group and those with responsibility for analysing the data. ● Review of Dignity and Respect policies and procedures including stakeholder consultation with specialist support services. ● External appointments were made to the Dignity and Respect screening panel (members with professional experience of conducting investigations) and representatives of the NWCI and the DRCC have been included on the new Dignity and Respect Oversight Group in October 2021.
Comment	*Opportunity to comment on particular challenges, notable achievements, or help needed.*

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Framework Outcome	**Institutions shall record statistics on harassment, assault, and rape and report them in the context of their strategic dialogue with the HEA.**						
Sample Indicator	● Statistics recorded and submitted to HEA annually on request.						
Institutional Indicator(s) (if different)	● Establish a system for the collation of data on disclosures.						
Status	*achieved*	☐	*in progress*	☒	*planned*	☐	*no progress*	☐
Details	● The following data are collated and available for reporting to the HEA as required: 　- All formal complaints made under the Dignity and Respect policies, by staff and students are recorded on a centralised database 　- Anonymous reports of bullying, harassment and sexual misconduct are collated through UCD Report and Support tool. Link to first annual report: *https://www.ucd.ie/equality/support/dignityrespect/reportandsupporttool/* 　- Work underway to define a process and system for the capture of disclosures. Such data will help the institution to understand which university services / cohorts are receiving disclosures and resources required to support those disclosing						
Comment	● Identified challenges associated to collating data on disclosures: 　- Ensuring a consistent approach to recording may be challenging given that disclosures may occur anywhere within the organisation. Baseline knowledge on how to respond to disclosures to be provided through the tiered training programme. 　- Need to explore how to effectively communicate / seek consent from those disclosing regarding the collation of such data.						

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Section C: Institutional Processes - Policy							
Framework Outcome	**Dedicated policies of breadth and depth consistent with the Framework aims referencing IUA/THEA guidelines and policies where appropriate.**						
Sample Indicator	● 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)							
Status	*achieved*	☐	*in progress*	X	*planned*	☐	*no progress*	☐
Details	● New *Sexual Misconduct Policy* (including sexual harassment and sexual violence) for students and employees developed following an 18 month review of dignity and respect in UCD. This policy *is* now published and implemented from September 2021. ● *A policy summary and key principles are available on a dedicated landing page:* *https://www.ucd.ie/dignityandrespect/policies/sexualmisconduct policy/* ● 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/co mmencingaformalcomplaint/* ● Flowchart and other materials being developed to support understanding of the policy and procedures.						
Comment	*Opportunity to comment on particular challenges, notable achievements, or help needed.*						

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Framework Outcome	**Policies are explicitly linked to clear lines of responsibility, active responses, institutional reporting, and regular review.**
Sample Indicators	● HEI Action Plan indicates ownership of response, reporting and review actions in relation to policies addressing sexual violence and sexual harassment. ● External review of policies are part of this plan.
Institutional Indicator(s) (if different)	

Status	achieved	x		☐	planned	☐	no progress	☐

Details	● Sexual Misconduct policy clearly outlines roles and responsibilities from senior management to people managers and support roles ● Statement included in the policy around accountability of roles and action that will be taken if responsibilities are not upheld by these roles. ● Reporting and Monitoring section in policy clearly outlines reporting commitments - quarterly reports to EDI and UMT and annual report to GA. ● Policy is iterative and will be constantly under review to take account of developments nationally and issues identified as the policy is utilised. Periodic policy reviews will involve consultation including with external experts as was undertaken as part of the review.
Comment	*Opportunity to comment on particular challenges, notable achievements, or help needed.*

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Framework Outcome	**Policies include guidelines for addressing student and staff complaints, including transparency for all involved.**						
Sample Indicators	● Policies including guidelines for addressing student and staff complaints are in place.						
Institutional Indicator(s) (if different)							
Status	*achieved*	☐	*in progress*	X	*planned*	☐	*no progress*	☐
Details	● In addition to the Sexual Misconduct policy, a number of supporting materials and guidelines have been developed: - 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 is being planned 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 will be rolled out in 2022. This training will ensure that all members of the UCD Community have a common understanding as to the culture of dignity and respect in UCD and again will raise awareness around options for resolution and the formal process.						

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Comment	*Opportunity to comment on particular challenges, notable achievements, or help needed.*

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Framework Outcome	**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.**
Sample Indicators	● Annual report provided to Governing Authority. ● A statement on consent framework implementation included in the Annual Governance Statements.
Institutional Indicator(s) (if different)	●

Status	achieved	☐	in progress	x	planned	☐	no progress	☐

Details	● A commitment has been made to submit quarterly Dignity and Respect reports to the EDI group and UMT and annual reports to the GA. These reports will include data on reports made informally, anonymous reports and formal complaints. This will ensure that there is transparency around the culture of dignity and respect in UCD. A monitoring and reporting system will be developed to ensure that UCD is in a position to collate and report on the data. Information on actions taken based on the data and recommendations for further actions will also be included in the report. The report will also include an update on progress on the implementation of the broader dignity and respect framework. ● This annual report will also include an update on the implementation of the consent framework.
Comment	*Opportunity to comment on particular challenges, notable achievements, or help needed.*

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Section C: Institutional Processes - Policy							
Framework Outcome	**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.**						
Sample Indicators	● % of incoming first-year students to have received training on consent/ harassment/sexual misconduct. ● % of all students to have received training on consent/harassment/ sexual misconduct. ● % of students' union representatives to have received training on consent/harassment/ sexual misconduct. ● % of staff to have received training on consent/harassment/sexual misconduct. ● % of staff in management positions (including heads of school/ departments, programme directors) to have received training on consent/harassment/sexual misconduct.						

Institutional Indicator(s) (if different)	● UCD to roll out the Active Bystander Programme: UCD Says No To Sexual Misconduct available to the following constituencies in 2021-22:
	    - All incoming undergraduate students
	    - All incoming graduate students
	● UCD to roll out the UCD Bystander Programme: UCD Says No To Sexual Misconduct available to the following The following student leader groups:
	    - Resident Assistants RA (approx. 80 RAs) for on campus accommodation
	    - Student Peer Mentors across all undergraduate programmes
	
	● Training for all SU Sabbatical Officers						

	achieved	☒	*in progress*	☐	*planned*	☐	*no progress*	☐
Details	● The **Active Bystander Programme: UCD Says No To Sexual Misconduc**t was successfully rolled out to all incoming undergraduate students; graduate students; Resident Assistants RA (approx. 80 RAs) for on campus accommodation; Student Peer Mentors representing all undergraduate programmes in UCD. The programme was delivered successfully online for the second year in succession following a face-to-face pilot programme in 2019. It was embedded in the UCD orientation programme and the new institutional dedicated module: Welcome to Inclusive UCD. The programme content is delivered across three learning blocks: What/who is a bystander; Knowledge and awareness on SAHV; Making positive interventions.						

The programme content was enhanced in 2021 to respond to the student evaluation responses in 2020. This included additional content on LGBTQI+ inclusion, gender 101, mircoaggressions. As of November 2021/22 level of engagement is already higher than the total number of students who engaged with the programme in 2020/21.

Consent Education Activity Participation

Activity	2020/21 (full year)	2021/22 (Sept – Nov)
Bystander Programme	3981 (incoming UG&PG students)	5362 (incoming UG&PG students)
Consent Video accessed online	2897 ('Cup of Tea')	2578 ('Cycling Through Consent')

- 'Cycling Through Consent' video, promoting the principles of UCD's Dignity & Respect Policy, signposting the anonymous Report & Support Tool and relevant support services was shown by UCDSU at over 20 in-person orientation talks.
- All UCDSU Sabbatical Officers have completed Dublin Rape Crisis Centre Sexual Assault Disclosure Training
- 50% of the UCDSU Sabbatical Officer team has been trained in Active*Consent facilitation—with plans to role out a wide-spread campaign of pop-up Active*Consent training courses as part of the UCDSU 2021/2022 campaign.
- NUIG Active*Consent Workshop was offered as additional consent education, on request. The School of Nursing, Midwifery and Health Systems and the School of Law provided the workshop as an embedded element of two core modules in September 2021.

Comment	*Opportunity to comment on particular challenges, notable achievements, or help needed.*

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Framework Outcome	**Ongoing messaging to disseminate information consistent with the Framework aims for cultural change and awareness.**
Sample Indicators	● Evidence of awareness campaigns, training, workshops etc. for staff and students including schedule of activities to cover full academic year.
Institutional Indicator(s) (if different)	● *Dedicated annual Active Bystander Programme: UCD Says No To Sexual Misconduct training and awareness programme with student leader groups* ● *Utilise relevant national campaigns to promote awareness of University policies, reporting channels and support services.* ● *UCDSU to deliver information sessions on consent and other aspects of Dignity and Respect during orientation.*

Status	achieved ⊠	in progress ☐	planned ☐	no progress ☐

Details	● September 2021: Delivered a 2 hour face-to-face information and training workshop and impact evaluation with UCD Resident Assistants RA (approx. 80 RAs). This built on the 2020 session to engage RA student leaders as partners in the development of the Bystander Programme
	   - Building on the students as partners model reviewed the current Bystander Programme and identified possible programme enhancements including racial diversity, increased scenarios and practical examples of intervention.
	   - Delivered advanced content on student diversity and LGBTQI+ inclusion
	   - Captured (through group work) specific bystander interventions for on campus accommodation situations and contexts.
	 ● Dean of Students spoke at 27 welcome events to over 3000 students during orientation. Emphasis was placed on the importance of completing the Bystander Programme.
	 ● 'It Stops Now" information stand was given a prominent position in the Orientation tent and was visited by over 30,000 students.
	 ● UCDSU distributed over 8,000 'Welfare Guides' (physical & digital) during orientation with detailed information on consent, supports, etc. among other information
	 ● UCDSU held SHAG week, which featured visits from the DRCC and Active*Consent; ran fun, informational workshops that tied in consent like Good Sex 101.
	 ● UCDSU Sabbatical Officers have been trained in Active*Consent facilitation and will be rolling out a semester-long campaign of

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	pop-up Active*Consent workshops in 2022, as part of a larger campaign; UCDSU has been consulting students to see what shape they would like the campaign to take (in terms of media, events, etc.), and will be putting together a semester worth of events, social media posts, and training opportunities for st ● Co-ordinated communication plan to promote national IUA #Unmute Consent was delivered. This included digital and physical posters displayed throughout campus and related messaging via social media. Campaigns section of UCD Report and Support website and EDI website used to promote IUA #Unmute Consent. The launch of 'Speak Out' was utilised as an opportunity for the further promotion of UCD Report and Support.
Comment	*Opportunity to comment on particular challenges, notable achievements, or help needed.*

Framework Outcome	**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.**
Sample Indicators	● All Staff/Student Education plan in place. ● Training plan for relevant staff/students in place (e.g. staff with involvement in pastoral care of students, support services staff, staff in management roles, students' union representatives).
Institutional Indicator(s) (if different)	● Harness the success and impact of the mainstreamed student focused UCD Active Bystander Programme for all students and staff ● A new all Staff/Student training and education plan has been devised for implementation in 2021-22

Status	achieved	☐	in progress	☒	planned	☐	no progress	☐

Details	● The successful UCD Active Bystander Programme will be integrated into an innovative, interactive and impactful self-paced online training programme on Dignity & Respect - Bullying, Harassment and Sexual Misconduct in UCD. This training is scheduled to commence in Spring 2022. The purpose of online training is to ensure that all UCD employees and students have a level of awareness and understanding as to the culture of UCD in relation to bullying, harassment and sexual misconduct and can appreciate the impact that bullying, harassment and sexual misconduct can have on individuals, and know where to seek support and information. The training programme content will be delivered across 3 modules the third of which will be developed from the current Bystander Programme. The tendering process for the development of this programme is underway. The aim is for maximum engagement with tailored diagnostics to ensure accurate data capture to facilitate more sophisticated institutional reporting capacity. The existing Bystander content will be integrated into this new three module tier 1 programme which will be customised for the following key target audiences; - All students (full-time, part-time, distance, e-learning and overseas students across all UCD campuses), - All employees (which includes full-time and part-time personnel and circa 600 people managers). - Third parties engaging with UCD students and employees

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Comment	This particular training programme represents tier 1 of a three-tier institutional programme: - <u>Tier 1</u> –Dignity & Respect (online) awareness raising intended to be rolled out to all students and employees, and also third parties that interact with UCD, to provide a basic awareness as to the culture of Dignity & Respect in UCD and the acceptable and unacceptable behaviours, how to seek supports and access documentation and the formal complaints process. This training covers Bullying, Harassment and Sexual Misconduct. - <u>Tier 2</u> – Face-to-face training for key groups that have a role in providing support and assistance in resolving the issue (e.g., Line Managers, Heads of School, Principal Investigators, Module Co-ordinators, Students Union, HR Partners, Trade Unions). (A tender for Tier 2 training will be issued separately). - <u>Tier 3</u> – In-depth face-to-face training for dedicated support roles such as the Dignity and Respect Support Advisors and Dignity & Respect Contact Persons (This training is separate to this tender and scheduled for November 2020) We note that we have placed a particular emphasis on embedding tailored diagnostics into the programme design specification that will ultimately be compatible within the virtual learning environment. This will ensure accurate and more comprehensive data capture which will in turn facilitate more sophisticated institutional reporting capacity on engagement, interaction and completion across our various constituencies.

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Framework Outcome	HEIs will create and implement a system for measuring effectiveness of initiatives.						
Sample Indicator	● HEI system in place to measure effectiveness of framework related training and activities.						
Institutional Indicator(s) (if different)	●						
Status	*achieved*	☐	*in progress*	☒	*planned*	☐	*no progress*	☐
Details	**UCD Active Bystander Programme: UCD Says No To Sexual Misconduct.** The institutional approach adopted to measuring the effectiveness of the UCD Active Bystander Programme is multipronged and was designed to harness the learning, impact and effectiveness across the initial 5 year programme lifecycle: ● **Programme development and Pilot Programme 2019 - evaluation and review.** - Key recommendations implemented including the programme roll out to all UCD students in 2020 ● **Online Programme 2020 and 2021.** - Built-in student evaluation via qualitative open-ended questions. - Over 4,000 students responses in each year - Findings analysed and key recommendations for change implemented specifically: the inclusion of additional LGBTQI+ materials and dedicated information on microaggressions and how to intervene; - Strong endorsement for mandatory programme status ● **Institutional Qualitative Impact Evaluation 2020-21** currently in progress and is due to be completed in January 2022. The project objectives are two-fold: 1) To explore the role of UCD Active Bystander in deepening awareness of issues relating to sexual assault, harassment and violence and bullying, and 2) to explore the role of the Bystander Programme in supporting/creating our University Community across three key platforms: - Sense of Belonging to our UCD community, - Coming to know our UCD Community, - Experiences and perceptions of support within our UCD Community ● **Institutional Qualitative Impact Evaluation 2022/2023** We will undertake a qualitative review of the programme in Oct-Dec 2022 and 2023 to complete the 5-year proposed lifecycle review. This final 2 year review process will take into						

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	account the Bystander Programme's migration to Tier-1 of the new Dignity and Respect institutional training programme.
Comment	*Opportunity to comment on particular challenges, notable achievements, or help needed.*

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Framework Outcome	**HEIs will provide accessible, trauma-informed services; for supporting student and staff disclosure, reporting and complaints, and for counselling and advocacy.**						
Sample Indicator	● Evidence that services are trauma-informed						
Institutional Indicator(s) (if different)	● Establish new Dignity and Respect Support service for students and employees.						
Status	*achieved*	X	*in progress*	☐	*planned*	☐	*no progress*	☐
Details	● New Dignity and Respect Support Service launched in November 2021. full-time roles of Dignity & Respect Support Advisers will work proactively with employees and students who disclose issues of bullying and harassment and those who are reported. These Advisers, who are experienced and trained to support, respond and advise on all reports of a dignity and respect nature, will provide you with a supportive, confidential environment in which to discuss the issues and support you to make a decision that is right for you and your situation. Further details on about the service can be view here: h*ttps://www.ucd.ie/dignityandrespect/supports/students/*						
Comment							