



# NZUSA

## Campus Safety

### Audit

# Are You OK?

## Results and Recommendations

Report written and compiled by Caitlin Dunham

## Introduction

Violence against women is a huge problem throughout New Zealand, with many incidents going unreported. Often victims are blamed, the focus is on the behaviour of the victim, and rape myths are perpetuated (“She was asking for it by wearing a short skirt”). The victim is never at fault in cases of harassment and assault, but many people refuse to accept this and continue marginalising victims.

This report is targeted at both Universities and Polytechnics. Tertiary study shapes the lives of many people and it is the responsibility of the campus community to ensure that everyone has good experiences while studying.

Tertiary study is often young people’s first foray into the ‘real world’, therefore it is important to try and create a culture of respect and safety. Institutions must have an appropriate attitude when it comes to issues such as harassment and assault, and should be willing to fix gaps in their procedures when needed. This report attempts to begin this process.

The following report consists of three parts –

1. A review of the sexual harassment policies of every public tertiary education provider in Aotearoa New Zealand,
2. The results of the NZUSA Student Relationship survey focussed around students’ perceptions of relationship abuse, and
3. Physical safety audits from select campuses

The first component is a review of the sexual harassment and assault policies to determine a relationship (if any) between the reported occurrences of harassment and/or assault and the effectiveness of the policy (including, but not limited to, readability, accessibility and preventative measures).

The second component, the survey, was run in conjunction with the It’s Not OK! Campaign to gauge whether students understood the behaviours around them. It was purposely written to focus on the individual’s surrounding social group to avoid triggering people or receiving disclosures of abuse. The survey was open to all genders, sexualities and background, and received 738 responses.

The final component highlights areas on physical campuses which need to be brought to a suitable standard of safety for the students and staff situated there. Students and staff spend a considerable amount of time at their tertiary institution, and the campus needs to be a safe space for all involved.

I hope that institutions and Student Association executives take this report into account when undergoing internal reviews, and endeavour to make the tertiary experience as safe and enjoyable as possible.

I would like acknowledge the work of Sophia Blair (2010 National Women’s Rights Officer), the Tertiary Women’s Focus Group, NZUSA Federation Office, the It’s Not OK!



Campaign (in particular Sheryl Hann), Sandra Dickson (Wellington Sexual Abuse Network), other exec members who were roped into helping, and everyone who participated in the survey.

Caitlin Dunham

National Women's Rights Officer

The New Zealand Union of Students' Associations



## **Contents**

### **Page**

5. Recommendations	
7. Summary of survey findings	
11. Sexual Harassment and Assault Policy Review	
17. Results of NZUSA Student Relationships Survey	
19. Appendix 1: List of public tertiary education providers in New Zealand	
20. Appendix 2: Official Information Act request: Policy	
21. Appendix 3: Official Information Act request: Reported Incidents	
23. Appendix 4: Number of reported incidents and timeframe for reporting	
24. Appendix 5: Survey Statistics	
26. Appendix 6: Physical Campus Safety Audit – Massey University, Albany	
31. Appendix 7: Physical Campus Safety Audit – University of Auckland	
36. Appendix 8: Physical Campus Safety Audit – Waikato University	
45. Appendix 9: Physical Campus Safety Audit – Lincoln University	

### **Recommendations from policy**

Recommendation 1: THAT tertiary institutions consult with students (via the students' association, student representative on council, or other representative networks) on policies which directly affect them and their safety.

Recommendation 2: THAT tertiary institutions ensure their harassment policies and procedures are online so anyone can find them at any time.

Recommendation 3: THAT tertiary institutions ensure that records are not kept on the files of students who are wrongly accused of harassment or assault.

Recommendation 4: THAT tertiary institutions ensure that there is an anti-victimisation clause in harassment and complaint policies to encourage students to come forward safely.

Recommendation 5: THAT tertiary institutions ensure that any investigations and rulings are executed by two or more people to ensure fairness and accountability.

Recommendation 6: THAT tertiary institutions implement proactive harassment prevention policies and create programmes such as that at Otago Polytechnic to educate students and staff about harassment.

Recommendation 7: THAT tertiary institutions better advertise prevention practices and support staff/services available to students.

Recommendation 8: THAT tertiary institutions keep accurate records of harassment and assault complaints.

Recommendation 9: THAT tertiary institutions ensure confidentiality to anyone involved in the complaints process.

Recommendation 10: THAT tertiary institutions ensure all staff are up to date on current harassment and assault trainings.

### **General Recommendations**

Recommendation 11: Harassment and assault policies should be reviewed annually and updated as needed.

Recommendation 12: There should be no time limits on complaints as it can take people time to feel comfortable enough to report an incident. However policy should state that the longer the complaint is left the harder it will be to resolve.

Recommendation 13: Institutions conduct self-reviews every 5 years to ensure they are providing proper pastoral care to their students. This particularly applies to the Universities.

Recommendation 14: Institutions should conduct physical safety audits to ensure their campus is as safe as possible, particularly the ITPs.



Recommendation 15: Institutions should actively participate in nationwide initiatives such as this whenever possible.

Recommendation 16: Institutions should adopt a Tikanga Maori clause within their harassment and assault policy like that of Victoria Univeristy of Wellington.

## Summary of survey findings

### 1. Behaviours students have seen between people who are in a relationship.

Honest expression of feelings and ideas	83%
Sex being a mutual, two way thing	72.9%
Arguing	71.4%
Sending the other person a large amount of texts each day	65.1%
Trust issues – constant checking up or jealous behaviour	52.1%
Talking openly about what they want sexually	44.5%
One person making all of the decisions about what always happens	36.7%
When a relationship ended, harassing, following or constant texting their ex	28.4%
Making fun of or treating partners badly to fit in with others	21.2%
Blackmail – use of phrases such as “If you loved me you would...”	18.5%
Being afraid or scared of their partners actions	17.3%
Pressure to do sexual things they don’t want to (including unsafe sex)	11.9%
Destruction of the other person’s property	11.4%
Sending private photos onto other people	8.4%

### 2. On a scale of always healthy, sometimes healthy, neither healthy nor unhealthy, sometimes unhealthy, always healthy, the majority of respondents rated the following behaviours:

Honest expression of feelings and ideas

- Always healthy (76%)

Arguing

- Sometimes healthy (55.6%)

Sending the other person a large amount of texts each day

- Sometimes unhealthy (43.8%)

One person making all of the decisions about what always happens

- Always unhealthy (48.4%)

Sending private photos onto other people

- Always unhealthy (72.6%)



Making fun of or treating partners badly to fit in with others

- Always unhealthy (84.6%)

Sex being a mutual, two way thing

- Always healthy (88.1%)

Trust issues – constant checking up or jealous behaviour

- Sometimes unhealthy/always unhealthy (46.2%)

Blackmail – use of phrases such as “If you loved me you would...”

- Always unhealthy (73%)

Pressure to do sexual things they don't want to (including unsafe sex)

- Always unhealthy (89.4%)

Talking openly about what they want sexually

- Always healthy (56.3%)

When a relationship ended, harassing, following or constant texting their ex

- Always unhealthy (80.6%)

Destruction of the other person's property

- Always unhealthy (85.6%)

Being afraid or scared of their partners actions

- Always unhealthy (90.5%)

### 3. Commonality of unhealthy relationships within respondent's social circle

57.4% of respondents said unhealthy relationships were rare and only knew of one or two

26.6% of respondents said unhealthy relationships were common and only knew of some

12.7% of respondents said unhealthy relationships were non-existent within their friends

3.3% of respondents said unhealthy relationships were very common and knew of many

### 4. Excuses respondents have heard to justify unhealthy behaviours

Study stress (exams, deadlines, etc)	68.9%
Alcohol/Drugs	68.3%
Demise of relationship	54.5%
Jealousy	52.5%



Cheating	44.8%
How much the other had been drinking	44.5%
Family background	36.5%
The other person was asking for it	18.4%
Homophobia	11.9%
The way the other person was dressed	8.7%
Transphobia	4.8%

5. Whether respondents feel their campus (including Student Support Services and Halls of Residence) does enough, if anything to prevent sexual harassment (e.g. stalking, unwanted texting/calling, sexual threats)

No	56%
Yes	44%

6. Whether respondents feel their campus does enough, if anything, to discourage unsafe relationship behaviours

No	60.5%
Yes	39.5%

7. Whether respondents feel their campus does enough, if anything to help victims of relationship abuse

Yes	55.3%
No	44.7%

8. Respondents who would feel comfortable helping someone in an unhealthy or unsafe relationship

Yes	87.2%
No	12.8%

9. Services respondents are aware of

Police	95.2%
Student Counselling	90.4%



Student Health	90.2%
Women's Refuge	89.9%
YouthLine/LifeLine	86.5%
Rape Crisis	65.8%
It's Not OK family violence line	65.5%
Sexual Violence Services	18.7%
Shakti	8.8%

**Part 1: A review of the sexual harassment and assault policies of every public tertiary institution in Aotearoa New Zealand (appendix 1)**

A good sexual harassment and assault policy is vital to the pastoral care of students provided by their institution. Unfortunately, many policies are lacking in one way or another, to the detriment of the student. This analysis points out where institutions can improve their policies and practices at a basic level. Every institution was asked for the same information, which they all provided in one way or another (appendix 2).

Disclaimer: This is an analysis of harassment policies and not actual practices. It is to highlight where policies could be strengthened or are lacking, not the specific actions by the institution. If there is an area which you feel your institution covers but is not in the harassment policy, perhaps it is time to update it.

A good policy must meet the needs of your unique campus community. It is difficult to create a 'perfect policy' that will fit every campus, but there are basic guidelines which should be met in constructing a workable and effective sexual assault policy.<sup>1</sup>

- Student Input
- Accessibility
- Due Process
- Fairness
- Clear Language
- Oversight
- Prevention and Education
- Accessible and Accurate Reporting
- Long Term Counselling
- Sexual Assault Response Training

---

<sup>1</sup> Guidelines have been taken from the 2009 SAFER Policy Database Report, looking at improving sexual harassment and assault policy on campuses in America. It was slightly amended to fit a New Zealand framework.

### **Student input**

*Students representing a diverse array of campus communities should have an officially recognised way of communicating their concerns about a policy to administrators, and an effective, democratic means of changing the policy if it does not suit their needs.*

Of the 26 policies under review, only the Christchurch Polytechnic Institute of Technology and Eastern Institute of Technology consult with students, by way of their students' associations. Waikato Institute of Technology mentions consulting 'relevant stakeholders', but does not state whether students fall under that heading.

If other institutes do consult with their students, it should be outlined in their policy so students with concerns regarding the policy are able to put their opinions forward to the right people.

Recommendation: Consult with students (via the students' association, student representative on council, or other representative networks) on policies which directly affect them and their safety.

### **Accessibility**

*Policies should be easy to understand, find, and use.*

Using the keywords 'harassment' and 'policies', each institution's website was searched for their policies. 19 institutions have some form of policy available, and the 7 who don't are ITPs. It is extremely common for students to search their institution's website for help and by not having accessible policy makes it difficult for students to determine what is acceptable behaviour, and how to seek help or make a complaint should a case of harassment or assault occur.

Along with easy to find policy, it is also necessary to have easy to read policy. While institutions may want to cover all bases, long, tedious policies are a deterrent, and too short policies run the risk of not being comprehensive enough. On average the ITPs have multiple policies, covering harassment prevention, student complaints, and student discipline, while the Universities favour a student code of conduct or ethical behaviour policy over a prescribed harassment policy.

Recommendation: Ensure your harassment policies and procedures are online so anyone can find them at any time.

### **Due Process**

*Disciplinary procedures should be standardised and consistently enforced. Procedures should include provisions protecting students wrongly accused of sexual assault and/or harassment and should include measures to ensure fair treatment of those who come forward with complaints of sexual assault.*

All institutions lay out their processes as simply as possible, breaking the complaints process into formal and informal options so students know which course of action is best for them. The procedures are standardised for all disciplinary processes to avoid discrepancies. It is easier to understand the processes when they're broken down into a flowchart, and many institutions have already done this – particularly the ITP sector. Waiariki Institute of Technology and the University of Auckland could strengthen their harassment policies by expanding on their formal complaints/disciplinary processes.

It is rare for policies to mention students who have been wrongly accused of harassment – those students need a guarantee that there will be no records kept of the false claim.

Recommendation: Ensure that records are not kept on the files of students who are wrongly accused of harassment or assault.

### **Fairness**

*All services should be available to students regardless of gender, ethnicity, income, disability, identity, or sexual orientation. All disciplinary procedures should be fair and impartial. No complainant should be subject to victimisation throughout the process.*

No policy excludes complaints based on discrimination, and because all institutions have standardised complaints procedures, it is unlikely for this to happen.

Many institutions do not have a policy about victimisation. The University of Auckland is the only University with one; Whitireia Polytechnic, Western Institute of Technology, Nelson Marlborough Institute of Technology, Tai Poutini Polytechnic and Aoraki Polytechnic the only ITP institutions with anti-victimisation clauses. Clauses such as this should be added to promote people to come forward for more accurate reporting.

Recommendation: Ensure there is an anti-victimisation clause in harassment and complaint policies to encourage students to come forward safely.

### **Clear Language**

*Policies should be written in language that is easy for students to understand. Sexual harassment, assault and consent should be clearly defined in a way that helps students assess their own behaviour and experiences.*

Again, all policies are written in a clear and easy to follow way. The use of flow charts aids this.

While not all institutions used the definition of sexual harassment set out in section 62 of the Human Rights Act 1993, every policy clearly outlines a definition of sexual harassment, among other types of harassment, discrimination, and bullying.

Despite the length of some, all policies were relatively easy to understand – the language was clear and the sections (for the most part) were well laid out.

### **Oversight**

*Policies should have clear statements regarding who is responsible for making sure that all procedures are followed properly. No-one carrying out a policy should have absolute authority, and students should have a clear, officially recognised way to ensure that policies are being carried out properly and effectively.*

While it is hard to know if this area is covered from policy alone, it is important to note which disciplinary procedures are overseen by one or more people. To avoid bias (or even the appearance of bias), more than one person should be responsible for decision making at every stage of the process. This typically only applies for formal complaints.

Only Tai Poutini Polytechnic, Wellington Institute of Technology, Christchurch Polytechnic Institute of Technology, Massey University, and Bay of Plenty Polytechnic resolve formal complaints with more than one person.

Recommendation: Ensure that any investigations and rulings are executed by two or more people to ensure fairness and accountability.

### **Prevention and Education**

*Policies should include meaningful efforts at education of students in the dynamics of sexual harassment and assault, the effects it has on survivors, and the many factors that allow it to continue. They should focus on preventing violence by perpetrators and engaging the whole tertiary community in a stand against sexual violence. They should not blame victims, focus on women's behaviour, or repeat rape myths. These efforts should challenge sexism, homophobia, racism and other oppressions rather than reinforcing or ignoring the stereotypes.*

Unfortunately, only 9 of the 26 institutions surveyed have a harassment prevention policy. This is not the same as having a policy which deals with sexual harassment, nor is it the same as having programmes in place to actively prevent harassment. A harassment prevention policy outlines the measures in place to make the campus a safe space, and actually informs people of those practices as opposed to just assuming they will be noticed. If students are not aware of the practices, they are unable to provide effective feedback. Having preventative and reactive policies alongside each other is best practice when it comes to safe spaces.

10 institutions have programmes in place which actively work to prevent harassment, and surprisingly 4 of those are not among the 9 with prevention policies in place.

Otago Polytechnic has by far the most extensive prevention policy of all, including a slide show for new students and well advertised contact people throughout the campus.

Recommendation: Implement proactive harassment prevention policies and create programmes such as that at Otago Polytechnic to educate students and staff about harassment.

### **Accessible and Accurate Reporting**



*Tertiary education institutions should include confidentiality clauses in their harassment policies to actively encourage students to report. Institutions should keep accurate records of harassment and assault cases and make these statistics available to anyone who requests them.*

It is important to keep records regarding sexual harassment and assault on campus to ascertain whether there is a problem or if there are gaps in reporting processes. This applies particularly to Otago University and the Universal College of Learning, who both refused the OIA request asking for this information because they 'do not store information of this nature'.

15 institutions deal with confidentiality in their policies, all effectively stating that confidentiality will be maintained except for extreme circumstances (such as serious threats, matters which involve the police, etc.).

Victoria University fared badly in this section. There is no guarantee of confidentiality, but the policy states that there will be records kept in the students' files. This potentially compromises all parties involved and is bad practice for any institution, let alone one as large as Victoria.

The risk of a complaint becoming public knowledge is a barrier to seeking help and can affect how many incidents get reported. Records should not be kept if there is no guarantee of confidentiality.

Recommendation: Institutions need to ensure confidentiality to anyone involved in the complaints process.

Recommendation: Institutions need to keep accurate records of harassment and assault complaints.

### **Long Term Counselling**

*Tertiary education institutions should offer immediate counselling services for students and should provide survivors with access to unlimited free counselling.*

This is not specified in any policies, though some state that the victim has access to the institution's services if they feel this is necessary. While there does not have to be a large effort made in this area, pointing out the support services available would be effective in helping people come forward and in receiving appropriate support following an incident.

It should also be noted that victims of harassment or assault may wish to access counselling services after a period of time has passed due to the mental distress they may have been caused. Victims should not be disadvantaged in their access to counselling services because of this.

### **Sexual Assault Response Training**

*All staff should be trained in how to respond to a student who reports a sexual assault or harassment to them, and staff members with direct responsibility for assisting survivors*



*(such as campus police, or health centre staff) should have thorough training in current best practices.*

It is common practice among institutions to have at least a few trained people for dealing with certain situations. Ideally all staff would receive basic sexual harassment training when they first start in their position and subsequent refresher courses as the institution deems necessary.

Recommendation: Ensure all staff are up to date on current harassment and assault policies and programmes.

### **Conclusion**

Although this is a high-level overview, it is clear that many institutions are lacking in many important areas of sexual harassment and assault policy. Although there are no definitive answers, it seems that the institutions with higher reported incidents of sexual harassment/assault have better, more publicised policy which makes the process simple for students.

For many students, tertiary study means moving to a new city and creating a new life. One of the responsibilities of the institution is not ensure that students are able to study on their campus or live in their halls of residence without fear of harassment or assault.

## **Part two: Results of the NZUSA Student Relationships Survey**

Over 700 students from the University and ITP sector were surveyed between August 1<sup>st</sup> 2011 and September 14<sup>th</sup> 2011 about their experiences with relationship abuse within their social circles. The questions asked ranged from what students had seen happen, the excuses they had heard, and if they felt their institution was doing enough to support students.

The survey was conducted exclusively online, and was advertised via social networking tools such as facebook, and fliers advertising the survey around campuses. A total of 738 responses were collected. Due to the sensitive nature of some of the survey's questions, each question was optional and partial responses were accepted.

### **Results**

The average respondent was a 17-20 year old heterosexual female from a University.

Respondents came from Massey University, University of Auckland, Auckland University of Technology, Waikato University, Waiariki Institute of Technology, Victoria University of Wellington, Whitireia Community Polytechnic, Nelson Marlborough Institute of Technology, Lincoln University, University of Canterbury, University of Otago, and Otago Polytechnic. As it was not a requirement to enter a campus, it is highly likely there was participation from students studying at different institutions.

#### **1. Gauging experiences and knowledge**

The majority of respondents (87.3) have experienced some form of unhealthy relationship within their social circle. They have seen a range of healthy and unhealthy behaviours, and identified them as such with accuracy. The respondents even succeeded in categorising the more difficult to define behaviours such as arguing and constant texting.

#### **2. Justifications**

Respondents have heard a range of excuses to justify unhealthy or unsafe behaviours either from the victim or perpetrator (left intentionally vague to avoid disclosures). Other common excuses included mental health issues such as depression and anxiety, using sex as a bargaining chip, and "She doesn't mind" or "I'm just like this – he knew what he was getting into".

#### **3. Campus involvement**

While the majority of respondents do not feel that their campus does enough to prevent sexual harassment or assault, they believe that their campus does enough to help victims.

Some respondents believe that it is not the institution's role or responsibility to become involved because they are a "place of learning". Some respondents felt that the institution

holds that attitude and expect more from them. Many respondents had not heard of anything being done on this subject until they saw this survey being advertised.

There were many comments that prevention methods are victim blaming and/or only pay lip service to the problem. A general feeling from the majority of respondents is that the institution putting up posters advertising harassment contact people isn't enough in the way of prevention. Respondents are aware of the counselling service provided by various institutions but express a desire for that to expand, particularly in high stress times (exam time etc).

#### **4. Help**

An overwhelming majority (87.2%) of respondents would feel comfortable helping someone who was in an unhealthy or unsafe relationship, particularly if they are a close friend. Respondents believe that "it is the right thing to do", "asking for help is the first step", and "I have experience with the issue so can deal with it". A small number of people would feel uncomfortable helping others because they are unwilling to enter an unsafe situation or do not want to be seen as meddling.

## **Appendix 1: Public Tertiary Institutions in New Zealand**

Aoraki Polytechnic

University of Auckland

Auckland University of Technology

Bay of Plenty Polytechnic

University of Canterbury

Christchurch Polytechnic Institute of Technology

Eastern Institute of Technology

Lincoln University

Manukau Institute of Technology

Massey University

Nelson Marlborough Institute of Technology

Northland Polytechnic

Open Polytechnic

Tai Poutini Polytechnic

Unitec

Universal College of Learning

Victoria University of Wellington

Waiariki Institute of Technology

Waikato Institute of Technology

Waikato University

Wellington Institute of Technology

Western Institute of Technology

Whitireia Community Polytechnic

**Appendix 2: The Official Information Act Request sent to institutions requesting their harassment policies**

I would like to request, under Section 12 of the Official Information Act, the [institution's] harassment and assault policy and any other policy that deals with the prevention of harassment and assault on the [institution's] campus environment<sup>2</sup> and the disciplinary process for dealing with such matters.

If these policy documents do not contain the following items, I would also like to request the following under the Official Information Act:

- The programmes that are in place to prevent harassment and assault at the [institution]
- The process that harassment and assaults are complaints are received and acted upon.
- When the harassment and/or assault policy has last been updated.
- How the harassment and/or assault policy is evaluated.
- The process to which the harassment and/or assault policy is decided upon, written and prepared.
- How the harassment and/or assault policy is disseminated to students and staff
- If complaints are received by a committee, number of people who sit on the disciplinary committee, the people who sit on the committee and how the make-up of the committee is decided.
- The department responsible for implementing the harassment and/or assault policy
- The time frame to which a person can make a complaint regarding harassment and/or assault.

Please feel free to contact me if you have any questions. Thank you and I look forward to hearing from you in the next twenty (20) working days.

Regards,

---

<sup>2</sup> Campus environment is defined by not just the geographical area to which the institution's buildings are part of but areas of public space, streets or roads within or adjoining Institute owned buildings or halls of residence or student accommodation. Please see Otago University Students' Association v. Otago University, Judicial Review, 2009, p. 13

**Appendix 3: The Official Information Act Request sent to institutions requesting the amount of reported incidents on campus in a 3 year period**

I request under the Official Information Act the total number of complaints received by you or your staff from past or present staff, students or applicants pertaining to sexual harassment or misconduct by staff, students or any other individual or entity in 2007, 2008 and 2009.

For the purposes of this request sexual harassment should be considered to include the definition set out in section 62 of the Human Rights Act\* as well as any other behaviour prohibited or regulated by your own institution's internal code of conduct, sexual harassment policy or other official documents pertaining to the conduct of staff and students.

I look forward to receiving your response in no less than 20 working days.

**\*Sexual harassment**

- (1) *It shall be unlawful for any person (in the course of that person's involvement in any of the areas to which this subsection is applied by subsection (3) of this section) to make a request of any other person for sexual intercourse, sexual contact, or other form of sexual activity which contains an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment.*

(2) *It shall be unlawful for any person (in the course of that person's involvement in any of the areas to which this subsection is applied by subsection (3) of this section) by the use of language (whether written or spoken) of a sexual nature, or of visual material of a sexual nature, or by physical behaviour of a sexual nature, to subject any other person to behaviour that—*

- (a) *Is unwelcome or offensive to that person (whether or not that is conveyed to the first-mentioned person); and*
- (b) *Is either repeated, or of such a significant nature, that it has a detrimental effect on that person in respect of any of the areas to which this subsection is applied by subsection (3) of this section.*

(3) *The areas to which subsections (1) and (2) of this section apply are—*

- (a) *The making of an application for employment:*
- (b) *Employment, which term includes unpaid work:*
- (c) *Participation in, or the making of an application for participation in, a partnership:*

- *(d) Membership, or the making of an application for membership, of an industrial union or professional or trade association:*
- *(e) Access to any approval, authorisation, or qualification:*
- *(f) Vocational training, or the making of an application for vocational training:*
- *(g) Access to places, vehicles, and facilities:*
- *(h) Access to goods and services:*
- *(i) Access to land, housing, or other accommodation:*
- *(j) Education.*

*(4) Where a person complains of sexual harassment, no account shall be taken of any evidence of the person's sexual experience or reputation.*



**Appendix 4: Reported incidences (2007, 2008, 2009) and reporting time frame**

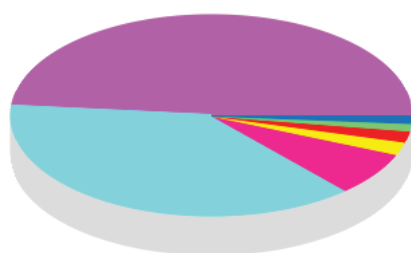
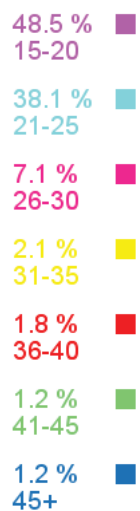
Institute	Reports	Time frame
Aoraki Polytechnic	1	Not stated
University of Auckland	2	ASAP, but circumstantial
Auckland University of Technology	No Reply	No limit
Bay of Plenty Polytechnic	0	Not stated
University of Canterbury	5	Ideally 30 days, but no limit
Canterbury Polytechnic Institute of Technology	6	12 months <sup>3</sup>
Eastern Institute of Technology	8	ASAP, but flexible
Lincoln University	4	Not stated
Manukau Institute of Technology	0	Not stated
Massey University	19	12 months
Nelson Marlborough Institute of Technology	0	90 days
Northland Polytechnic	2	Not stated
Open Polytechnic	0	No limit
Otago Polytechnic	46	No limit
Otago University	Refused	Not stated
Southern Institute of Technology	0	Not stated
Tai Poutini Polytechnic	0	90 days
Tairāwhiti Polytechnic	0	N/A
Unitec	3	No limit
Universal College of Learning	Refused	No limit
Victoria University of Wellington	4	Not stated
Waiariki Institute of Technology	3	Not stated
Waikato Institute of Technology	3	No limit
Waikato University	1	3 Months <sup>4</sup>
Wellington Institute of Technology	Refused	Not Stated
Western Institute of Technology	0	Not stated
Whitireia Community Polytechnic	0	Not stated

<sup>3</sup> The Human Resources Director may choose to waive this limit.

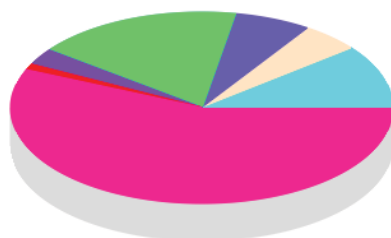
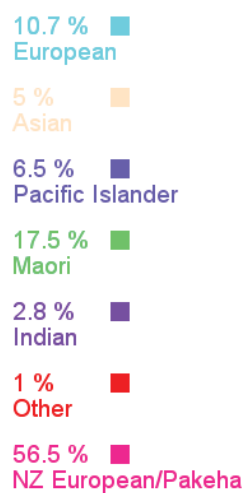
<sup>4</sup> The relevant Dean may choose to waive this time limit. Ex-students are granted 12 months.

## Appendix 5: Survey Statistics

Age of respondents



Ethnicity of respondents



77.2 % ■  
Heterosexual

8.9 % ■  
Homosexual

8 % ■  
Bisexual

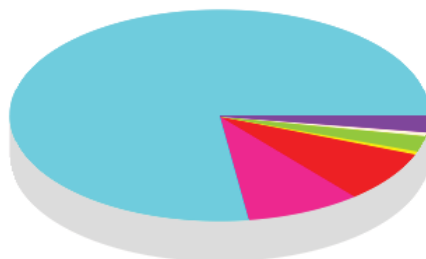
.5 % ■  
Asexual

2.4 % ■  
Queer

.6 % ■  
Pansexual

2.4 % ■  
Other

Sexuality of respondents



72.9 % ■  
Female

26 % ■  
Male

.3 % ■  
Trans\*

.3 % ■  
Genderqueer

.3 % ■  
Questioning

.2 % ■  
Androgynous

Gender of respondents



Appendix 6: Physical Campus Safety Audit – Massey University, Albany  
Campus

# ***Massey University Albany Campus Safety Audit***



*Thursdays in Black*  
demanding  
a world  
without  
rape and violence

Amy Lyes

Albany Students' Association

November 2010

### **1. Introduction:**

This Campus Safety Audit was initiated by the Tertiary Women's Focus Group (TWFG) and the New Zealand Union of Students' Associations (NZUSA) as part of the Thursdays in Black campaign. Thursdays in Black is an international campaign which aims to raise awareness about the levels of violence, rape and discrimination in our society. It seeks to demand a world without rape and violence in our community. This Campus Safety Audit was launched by the ASA on Massey University Albany's main campus on the 11<sup>th</sup> of November. The ASA Women's Welfare Officer with the help of two Massey University students conducted a physical safety audit one night to evaluate safety on campus around the Massey University grounds on all 3 areas of the University (Oteha Valley, East Precinct and Albany Village).

Key criteria evaluated:

- Lighting
- Sightlines
- Isolation
- Parking

The following report will outline our findings of the campus safety audit.

### **2. Findings**

#### **2.1 Lighting**

The lighting around all 3 campus areas was generally good. On the East Precinct there was good bright lighting in the main areas of the grounds and in the main car parks. The lighting illuminated the pedestrian walkways, footpaths, and signage well. The top gravel car park on the East Precinct however, was the only area which did not have sufficient lighting. There is also a short walkway (about 10metres) which goes through a bush area from the main road to some car parks. This area is not very well lit and needs attention.

At Oteha Rohe, lighting was also generally good, with all main areas lit well. The walkway between the East Precinct to Oteha Rohe is visible from the main road, however it is quite far away and there is not much lighting in this area. However there are signs at both ends of the walkways which warn students not to take this path at night time.

At Albany Village, the area near the buildings is well lit, as it is also where the public library and several bars and restaurants are. However, the area where the park is does not appear very safe. The park is next to a bush which has walkways to student accommodation on the other side. The lighting in this area is not very bright and there is no lighting for the walkways in the bush. This area is public and is not part of the University grounds; however it can still affect the students who live in the student accommodation on the other side of the bush. Therefore, these students should walk on the footpath next to the main road instead, which is a far safer option than taking the shortcut through the bush.

## 2.2 Sightlines

On the East Precinct, sightlines are generally quite clear due to the good lighting in the main areas of the campus. The East Precinct is quite an open area so visibility is not easily obstructed and it is easy to see others ahead of or behind you. The Oteha Rohe campus is more of a closed area, with many small buildings and walkways between them. Here, visibility is obstructed by trees, fences, bushes and walls. This area can be quite unsafe, particularly at night. Fortunately the main areas where students are likely to go at night (the computer labs in the engineering building) are quite close to the main road and car parks, which means that the students will not have to travel far to get there. The Albany Village area is similar to Oteha Rohe, in that visibility is obstructed by walls, trees and sharp corners. However, the area is quite well lit, and is generally quite busy at night time with the restaurants being open, which will make it safer for students at this time.

## 2.3 Isolation

On the East Precinct, the area is quite busy with people until about 7pm, where most students have gone home. However since the new library opened, there have been a lot more students staying at Uni to study until late. The library closes at 11pm Mon-Thurs and 8pm Fri-Sun, so there are still students milling around campus until these times. This means that you can quite easily be seen and heard by other people around you. Having Ferguson (the student bar) on the East Precinct means that there will usually be people (particularly on a Thursday night) around campus until late. Although this brings the benefit of having people around late at night, drunken students can also be a danger. However, there are often police officers who come and check things out at night, particularly on Thursdays. The Recreation Centre is also open till quite late 8pm/10pm, which means that people will be coming and going from here during these times as well. The East Precinct has a good monitor and surveillance system in place. There are several surveillance cameras around the area, with signs making people aware that they are being watched. The area is also well patrolled by security guards (who travel by foot and by segway). There are also several help points available at certain areas around campus. However they could be made more visible so that students are aware of them.

At Oteha Rohe, the area is not very busy at night time, as most students tend to study late at the library on the East Precinct campus instead. Due to the nature of this campus it would be hard to see and hear people around you and to be seen and heard by others. However there are security guards and late night cleaners who patrol the area and help points available for students.

At the Albany Village campus, the area is generally quite busy with people coming and going at the restaurants nearby. However, there did not appear to be any security guards patrolling the area. There are help points available however.

## 2.4 Parking



On the East Precinct, there are a considerable number of car parks available for students. The car parks which are closest to the buildings are the car pooling car parks which are available for general parking after 4pm. This is good because it means that students who are studying late can park here so they won't have to walk so far at night to other car parks further away. There are also many visible car parks available next to the bar and the gym. The top gravel car park is quite unsafe for students at night time however, as it is quite far from the main buildings and hidden away from view. The gravel is also quite dangerous because there are potholes and uneven surfaces, making it quite hard to walk on especially at night. It also means that security is unable to access this car park via segway. The very bottom car park can also be quite dangerous at night time. It is very far from the campus buildings and hardly visible from the main road. The car parks are also next to a lot of trees and bushes. However, students should take precautions not to park their cars in this area at night and to move their cars to a closer car park if they intend on studying late at Uni. The car parks are monitored by video surveillance however, and there are help points available in all car park areas.

At Oteha Rohe, the car parks available for students are quite close to the main buildings, visible, and well lit. They are also easily accessible for security to patrol. The car parks at Albany Village are Massey student and staff only car parks and are sectioned off by a bar so that non-Massey staff/students cannot access the car park. This car park is next to a bush and not very visible to the public eye. However the car parks are close to the University buildings, which means that students won't have to walk far to get to their cars. Again these car parks are monitored by video surveillance and help points are available.

### **3. Areas that need improvement:**

1. The top gravel car park on the East Precinct. This area is quite far away from the main university buildings, does not have sufficient lighting and the gravel is uneven, making it difficult to walk on particularly at night. This area could be made safer by filling in the potholes to make the surface more even, and eventually concreting the area. Security could be encouraged to patrol the area by foot at night, and to watch the area when any students are walking to their cars.
2. The short walkway through the bush which goes from the main road pedestrian crossing through to the car parks on the East Precinct. This walkway is not very well lit and could be improved. Although the path through the bush is probably not used at night by most, students still walk alongside it and the bush provides a potential hiding place for attackers. Students do have the option of taking the main footpath to avoid this short cut walkway however.
3. The walkway through the bush at Albany Village which leads to the student accommodation is not well lit. Although this is a public area, signs could be put up to warn people not to take this path at night time, and suggest an alternative, safer route.



4. There do not appear to be any security guards patrolling the Albany Village area at night, so this could be investigated to ensure that the area is patrolled by security-particularly the car park which is next to the bushes and not very visible to the public eye.
5. The bottom car park is very far from the campus buildings and is hardly visible from the main road. The car parks are also next to a lot of trees and bushes. This area should be patrolled and monitored by security via video surveillance and students should be encouraged to park their cars in the car parks closer to the buildings.

#### 4. Recommendations:

That the University take on board the suggestions as listed above to improve the overall level of safety on campus.



Figure 1: Maps of the Massey University Albany East Precinct campus highlighting areas of concern

**Appendix 7: Physical Campus Safety Audit – University of Auckland**



# **AUSA City Campus Safety Audit.**

S. Buchanan and A. Chang, Women's Rights Officers.

September 2011.

## Introduction

The Auckland city campus is a sprawling, heavily-treed, unevenly-lit area up the hill from the CBD. There are a number of ways to approach the university, all of them with attendant dangers in terms of limited sightlines, bad lighting and isolation at night. The places on campus with the heaviest foot-traffic at night are the Kate Edgar Information Commons, the General Library, and Shadows, the student bar; these are all fairly central and well-lit. However, lighting is unevenly distributed throughout the campus, with some more isolated areas being also darker and more shrouded. This is a safety concern which should be attended to by the university and city council.

AUSA Women's Rights Officers A. Chang and S. Buchanan inspected the campus over two evenings in September 2011. Note that the inspection was done between 6-8 PM when light pollution from inside buildings that might later go dark may have affected the assessment of brightness; also, there were a number of people still around on the main thoroughfares, which would certainly influence assessment of isolation.

This audit excludes the satellite campuses Tamaki, Grafton, and Epsom, covering only the Auckland city campus. Areas this audit looks at are lighting, sightlines, and isolation. Following the example of safety audits done at other universities, we will use a traffic light rating system:

<b>Red</b>	Urgently needs attention
<b>Amber</b>	Needs non-urgent attention.
<b>Green</b>	Acceptable.

### Acceptable

- The student union building has excellent lighting, covering even alcoves and corridors that could have been overlooked. The Atrium is floodlit. The Quad has no direct light source, but there is sufficient light from the Atrium and surrounding buildings. The food court is gated and locked at night.
- Shadows, the student bar, is open until midnight. There is good lighting all the way around the building, including several corridors and nooks which could have easily been overlooked but have instead been floodlit. There is a taxi phone for Shadows but a taxi rank could be established outside to go with it.
- The General Library has good lighting all around the building, the courtyard outside, and the old wall running alongside it. The library is open on Mondays to Thursdays at 8 AM - 10 PM, on Friday at 8AM – 8PM, and 9 AM – 8 PM on the weekends.
- The Kate Edgar Information Commons are open on Monday to Friday 7 AM - 12 PM, and on weekends from 8 AM - 10 PM. The Kate Edgar building is well-lit throughout.
- Symonds Street is well-populated and well-lit by a combination of street lights and lights for the pavement. There are regular buses from Symonds Street for most of the night, as it is a main bus stop.
- The new courtyard in front of Arts Building 1 is well lit.
- Waterloo Quadrant is well-lit and well-used.

### Needs non-urgent attention

- Wynyard Street has multiple small light sources, but there could be more/they could be bigger. The steps to Wynyard Street from the Business School are lit barely adequately.
- There are a number of small isolated alleys opening onto Princes Street, some more well-lit than others but most heavily vegetated.
- John Hood Plaza has no source of light other than that which shines out through the glass windows of the Business School, which is nowhere near sufficient. It has the advantage of clear sightlines all around which is the only thing that saves it from being in the red zone.
- The path down to the Law School from Waterloo Quadrant is a steep and narrow alley bounded on one side by a tall building and on the other by plants. There has been a clear effort to light the path and the Law School beyond, but the path's steepness and the isolation of the building seems to call for further measures.

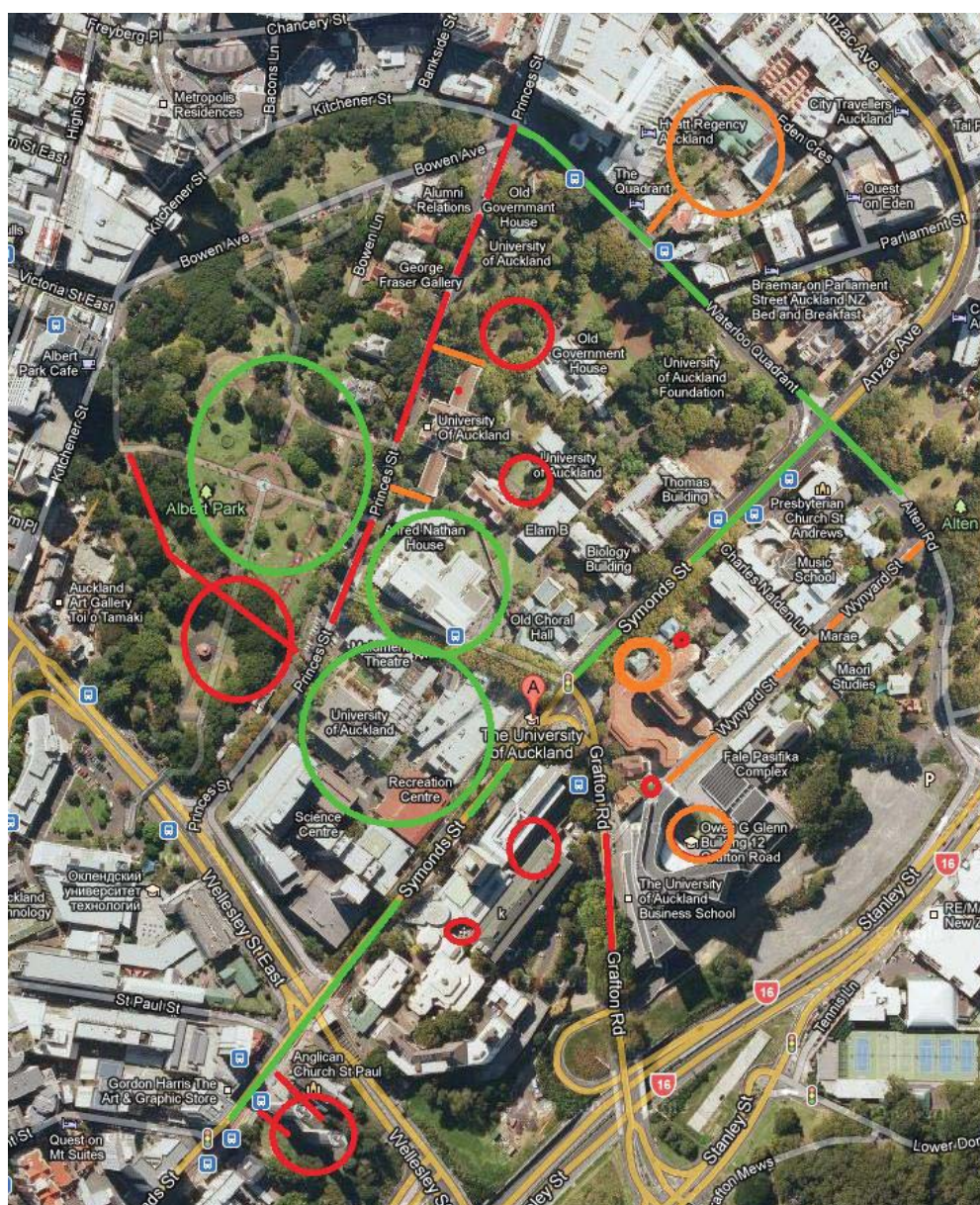


- The lighting outside the new Arts 1 building is superb and the Human Sciences Building Courtyard is good enough, but the lamp beside the steps between the two is broken.

### Needs urgent attention

- There is no easy, entirely well-lit path from the University to Britomart Train Station on foot. The two easiest routes are through the heavily treed and unevenly lit Albert Park to Victoria Street and then Queen Street; or down Princes Street, through the heavily treed and badly lit Emily Place park, down the hill to Customs Street East then onto Britomart Place.
- Princes Street is essentially unlit from the Student Union Quadrant to Waterloo Quadrant, excepting the faint light from the Clocktower and the zebra crossing outside it halfway up the street. The path is lined with large, often dense and low-hanging trees, further impeding sightlines. Lights need to be installed along the path as they are along Symonds Street.
- Albert Park, despite recent attempts to address safety issues by increasing lighting (due to a history of danger within the park) is unevenly lit. While the centre is sufficiently lit, the path leading from the entrance near the zebra crossing outside the Student Union Quadrant is barely lit at all. As this is a main thoroughfare for students leaving the university, it should have lights installed along the path. In addition there are massive trees lining this path, with many human-sized cavities in the trunks and roots at ground level. Decorative lighting within these cavities would help - it is not unheard of, as temporary lights are installed for the Chinese Lantern Festival every year. The Auckland Art Gallery provides some light on the Wellesley Street side, but not enough to light up the rotunda to the left of the path, which lies entirely in shadow.
- The lighting around Elam School of Fine Arts is terrible. The school itself is surrounded by heavy vegetation (a bush on one side and a bamboo thicket on the other, with large trees between), with no lighting except dim lighting directly outside main entrances. The paths from Elam up to Symonds Street are all steeply uphill, heavily vegetated and completely unlit. One especially is also slippery with gravel.
- The hedge garden between Arts building 2 and the Owen Glenn Building has no lighting at all.
- Grafton Road has lights but they are too far apart and faint. The lighting on Grafton Road is also focussed more on the road than the path.
- The Grafton Road Planning and Architecture Building carpark needs more lighting.
- The paths around the School of Dance need to be lit more brightly and evenly.

- The carpark outside the Old Government House is unlit, despite being bordered on one side by heavy vegetation.
- The Architecture building courtyard has insufficient lighting.
- The grassy area between the Clocktower's East Wing and Commerce A has trees and no lights.





**Appendix 8: Physical Campus Safety Audit – Waikato University**

# Waikato University Campus Safety Audit 2011

---

*A voice for the student body*

Conducted by Roselle O'Brien, President Waikato Women's Space 2011



## Introduction

This audit was undertaken by the Waikato Women's Space (WWS) as a voice for the student body, and to aid in National Day of Action.

### *Why do a safety audit?*

It is important that we do a safety audit to ensure issues we feel are relevant are taken into account. If only one group did an audit there would be biases, but in three groups (the University of Waikato [UoW], the Waikato Students Union, and WWS) doing an audit we get triangulation. We are more likely to pick up on missed areas and see which areas come up in all three to highlight the importance of changes being made.

## Findings

We broke the audit down into three areas:

- Lighting
- Paths/Access ways
- Other

And then assessed each area to three various degrees- Green(things that are excellently done or meet acceptable standards, Orange (no immediate action required but of concern and which we recommend a plan be put in place to get it addressed), Red (requires immediate action).

Each section outlines an issues and some have photos (in the appendix) to help explain the issue or where they are.

### General overview

The UoW is doing wonderfully in ensuring there is more than sufficient lighting, decent paths and access ways and general security. We acknowledge that at current there are lots of developments going on to address issues (with the up-grade of the library and surrounding areas). However our concern is that there are many orange category issues that are at risk of being swept under the mat and not addressed until they become a serious concern.

## LIGHTING

### Green

Gate 2B car park, around the halls, through the center of the universities (blocks IJK, A, library, S, L science) is very well lit. So too is the Academy of Performing Arts (APA) side of the lake.

### Orange

The map on the main campus side by B block does not have a light on it.

The map on below MSB also does not have a light on it. (Appendix 2)

The map by the coke machine is not working (Appendix 3).

Gate 1 car park is lit but we feel it is not sufficient, it is an orange light and compared to Gate 2B.

The trees on beside Bryant and Gate 1 car park are very dark and this is a high traffic area for students returning to the Hall (Appendix 4).

We suggest there is more lighting down these two paths of entry as they are used at night (Appendix 13).

#### Red

The far side of the main lake has no lighting of its own between branching off when coming back from Education Block and the Academy of Performing Arts.

On Hillcrest Rd the pedestrian crossing between Mangement and the main campus, a zebra crossing light is not work – we acknowledge this isn't UoW responsibility to fix but that they do need to ensure whomever responsibility it is fixes it (Appendix 6).

### **PATHS**

#### Green

The majority of paths are satisfactory.

#### Orange

There is a cobbled bridge on the far side of the lakes (opposite the APA) which is very uneven- and although not a main path still of concern (Appendix 7).

There is concern with most steps on campus, for the vision-impaired most of them lack strips.

The Gate 1 car park is extremely uneven and has many holes in it (Appendix 8) is a small example.

This path may not be UoW property but not the it is a footpath entrance to the management in Gate 7, and the tree roots have disrupted the concrete (Appendix 9).

#### Red

The path on the far side of the lake (opposite the shops) is extremely narrow and broken from tree roots and has rocks that jut over it (Appendix 10).

### **OTHER**

#### Orange

The awareness of being able to call security on 4444. We feel this is not shared with the student body, and those that do know it don't feel comfortable to use it. We would prefer to see a 'security' presence on campus, especially around the car parks and library closing time.

When there are events held and 'removable poles' are removed (between SUB and shops, and path connecting APA with Oranga) it leaves a hole in the ground- these need to have some form of capping on them (Appendix 11).

#### Red

Of major concern is the Gate 1 entrance- cars often do not go slow around a 'blind' corner and there is lots of foot traffic at this area- we would like to see some speed bumps put in (Appendix 12).

Appendix
Appendix 1



Appendix 2





Appendix 3



At night these trees are very dark  
there is lots of through traffic  
back to Bryant Hall and the  
cottages

Appendix 4



This one does not flash at night,  
like the other three

Appendix 5



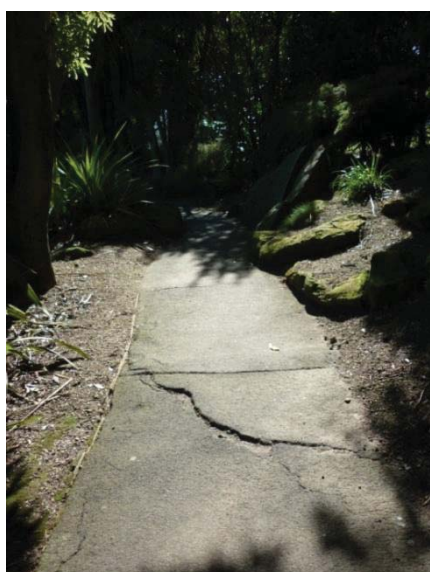
Appendix 6



Appendix 7



Appendix 8



## Appendix 9



This is an example of the removable poles, that do not get capped when they are taken out so people can gain access.

## Appendix 10





## Appendix 11

a



This is in front of Maths & Science block. A looking towards Pathways and b, looking towards R block.

b



Appendix 9: Physical Campus Safety Audit – Lincoln University

# *Lincoln University*

## *Campus Safety Audit*



Thursdays in Black  
demanding  
a world  
without  
rape and violence

Katie Collins and Ashleigh Davies,  
Lincoln University Students' Association  
October 2010

### ***Introduction***

In 2010, a project to undertake Campus Safety Audits on New Zealand Tertiary Education campuses was instigated by the Tertiary Women's Focus Group (TWFG) and the New Zealand Union of Students' Associations (NZUSA). This project was carried out as a part of the Thursdays in Black campaign, and was adopted by the Lincoln University Students' Association (LUSA) Vice-President and Welfare Officer. The Safety Audit was launched in the Library foyer on the 27<sup>th</sup> of May at a National Day of Action.

### **Thursdays in Black**

Thursdays in Black is an international campaign supported by LUSA, the TWFG and NZUSA. Thursdays in Black is all about "Demanding a world without rape and violence in our community". On Thursdays, people everywhere are invited to dress in black as a symbol against domestic violence and sexual assault. This campaign arose as a means of peaceful protest in the 1980's from the World Council of Churches.

### **Why Safety on Campus is an Issue**

Violence against women is a major problem in New Zealand society. Rates of sexual abuse are one of the highest in the world: one in four women will experience sexual abuse at some point in their lifetime.

At University, staff and students have the opportunity to learn new skills and ideas. They deserve to be able to work towards this in a safe environment. Institution management, staff, students' associations and students all have the obligation to ensure that the campus is a safe environment, and that support is available should students need it.

At the National Day of Action staff and students were invited to provide suggestions as to how safety on campus could be improved. A list of suggestions are noted in Appendix 1. Key themes included better lighting, safer footpaths (reduction in slippery surfaces and uneven pathways), greater visibility of and accessibility to security staff on campus, as well as greater awareness around the Lincoln University Harassment Policy.

In Semester Two of 2010, the LUSA President, Vice-President, Welfare Officer and Campaigns Officer walked around the Lincoln University grounds one night to evaluate safety on campus.

Key areas that were specifically looked at were:

- Lighting
- Sightlines, and
- Maintenance

The following report will outline our findings of the campus audit.

### Findings

Areas have been ranked into three broad levels of concern, and are numbered and highlighted in Figure 1.

#### Areas that meet Expectations:

1. Outside Union Building towards Hudson Hall: This area is well lit along the side of the Union Building as well as a light in the garden by the staged seating area.
2. From Gate One down the side of Hudson Hall towards the Landscape building: This area also has a good use of light outside the entrance to Hudson. Although there is the potential for improvement with the addition of further lighting along the opposite side of the road.
3. ASB Bank ATM along the side of Hilgendorf: This area is well lit and includes a security camera.

#### Areas that need Improvement:

4. Calder Drive from Accommodation Office to Ellesmere Junction Road: The footpath in this area is quite dark as the light is on the opposite side of the road, hampered by the cars parked along the footpath.
5. Hudson Car Park: Lighting is present in this area, however, the bulb is yellow and this makes the general area quite dimly lit although the lights are well placed.
6. Hilgendorf/Burns Car Park: This area is quite dark and relies heavily on lighting from inside the Burns building.
7. The Crescent: There is insufficient lighting in the car parks around the Crescent. The reflective mirror on the corner by CR10-12 is also broken.
8. Farm Road behind Library/Landscape buildings: This area could be greatly improved with the provision of more lighting.

#### Areas that need Urgent Attention:

9. Union Car Park: This car park currently has one light, and the present bulb is dim with the light it puts out being grossly inadequate to light the whole car park area.
10. Hudson Entrance by Halls Laundry: This area is insufficiently lit when compared with the other side of the laundry where a floodlight is present. NOTE: We acknowledge that if a floodlight was present on this side it would be shining into student's bedrooms, but perhaps another option of lighting could be explored such as mild garden lighting.

11. Car Park outside Colombo and Lowrie Halls: This area is minimally lit considering how many students use it. The path from the Halls along Calder Drive through to the Recreation Centre also needs more lighting and the trees need pruning.
12. Bus Stop: It is reasonably well lit on the frontage to the drive through, however, there is only one light shining into the physical bus shelter and the garden provides a number of potential hiding places.
13. Outside Marketing at Gate One: Very badly lit.
14. Outside H143 towards Ellesmere Junction Road: This is badly lit with the inside light flickering on and off and a noisy fan which could be used to hide potential attackers.
15. Natural Resources Engineering/John Burton Building: Very little lighting in car park area.
16. Burns Building bottom end towards Commerce Building: The trees need pruning and a light is needed on the path from Springs Road.
17. The Lodge: This area is very badly lit, with many areas for people to hide.
18. From the Library between Hilgendorf and Forbes to Ellesmere Junction Road: This area is very poorly lit considering this is a main thoroughfare to the Bus Stop. The path between Forbes and Hudson is also a concern, as it is not lit at all and the trees require pruning.
19. Garden between Commerce and the Library: The garden is overgrown and there is very little lighting in this area. While the path through the garden is probably not used at night people still walk alongside it and the garden provides a potential hiding place for attackers.
20. Orchard Car Park: There is only one light for every second row of car parks, which is insufficient considering the large area. The trees and shrubbery also provide shadows and places for people to hide and require pruning on a regular basis.



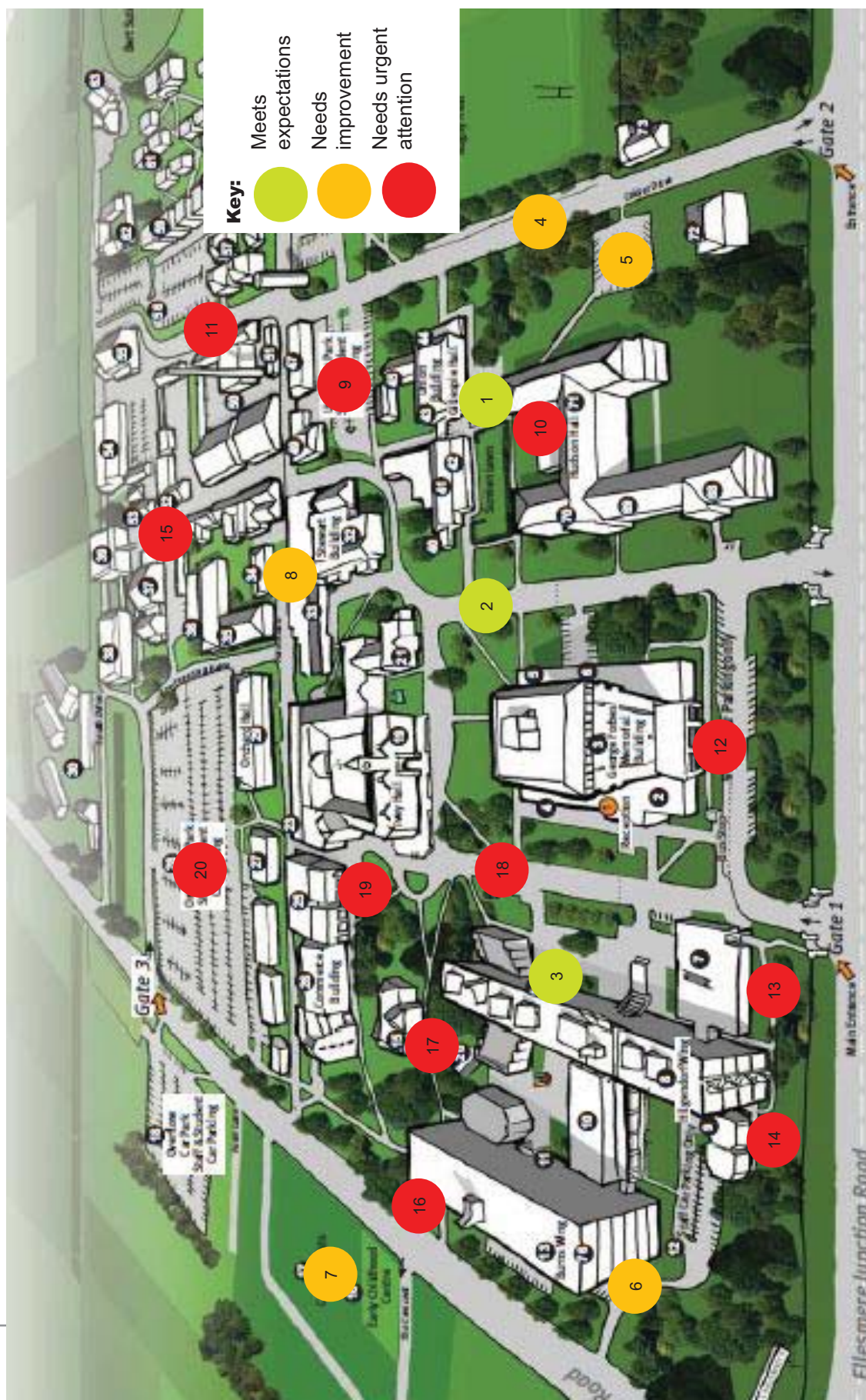


Figure 1: Map of the Lincoln University campus highlighting areas of concern

**Overall comments**

The areas that were well lit and provided better lighting used white bulbs as opposed to yellow bulbs. The mushroom lights in front of Forbes building provide excellent light when compared with others used around campus.

Many of the areas that needed improving simply required either better lighting or pruning of vegetation. Additionally, the more frequented areas such as the main thoroughfares from the Library to the Bus Stop, Library to the Orchard Car Park, from the Dining Hall through the Union Car Park to the Halls of Residence all highlighted the need for adequate lighting. Furthermore, the less frequented areas, such as John Burton Building to the Orchard Car Park, the Crescent Car Park, the garden between Commerce and the Library and around the Lodge and up around the side of Burns should not be overlooked despite their limited use.

***Recommendations***

That the University take on board the suggestions as listed above to improve the overall level of safety on campus, and that they continue to work with LUSA on this issue.



Appendix 1: Suggestions from National Day of Action:

- More lights in the car park and other places
- Fix drainage and uneven paths
- Prune back trees
- Reduce slippery tiles
- Greater advertising of Lincoln University harassment policy
- Sedgway scooters for security
- Remove trees – maple behind LUSA clubrooms building by car park
- List of harassment people available to all staff and students
- Higher visibility of security on campus at night
- Increase hours of second car park
- More parking
- Security to take woman to cars at night
- More security staff
- Increase visibility and accessibility to security staff
- Increase safety for pedestrians around roads and car parks