

Summary of recommendations, observations and actions arising from safety review of protests on campus March/ April 2025.

Recommendations

Ref	Recommendation	UTS Action/Response
1	UTS to develop an approval process for demonstrations and protests (like events) with a vetting of external organisers and or speakers.	Supported. DVC (ES) will sponsor development of a risk-based approval process and checklist in consultation with Security and other relevant stakeholders, including student leaders. This will update existing process and is enabled via the Campus Policy.
2	UTS to support and deliver training to demonstration and protest (event) organisers.	<p>Supported. DVC (ES) will sponsor development of training for organisers in consultation with Security, Centre for Social Justice and Inclusion and other relevant stakeholders, including student leaders. Consideration will also be given to who should receive training, and timing for delivery.</p> <p>Designs for training will take a principled approach, focusing on obligations regarding safety held by organisers and using UTS policies as a guide. The following framing policies will inform the contents of training: Campus Policy, Equity, Inclusion and Respect Policy, the Student Rights and Responsibilities Policy, the Code of Conduct and the Health, Safety and Wellbeing Policy.</p>
3	UTS to provide information on <i>responsibilities</i> to organisers and speakers to help the University ensure safety	Supported. As per above DVC (ES) will sponsor development of an information pack for organisers and speakers in consultation with Security, Centre for Social Justice and Inclusion and other relevant stakeholders, including student leaders and Activate UTS.

		<p>Proposed. The University will propose to Activate UTS to amend the Clubs and Societies handbook to provide further guidance on organising external speakers for Club events, the considerations and the processes to be followed.</p> <p>Supported. DVC (ES) to provide paper to Activate UTS board about governance and management of safety obligations and shared responsibility between UTS, Activate and Student Executives of Clubs & Societies.</p>
4	Improve communication and co-ordination between UTS Security and ActivateUTS to ensure that clubs, like AUJS, do not avoid the processes of ActivateUTS.	<p>As above, proposed. The University will propose to Activate UTS to amend the Clubs and Societies handbook to provide further guidance on organising external speakers for Club events, the considerations and the processes to be followed.</p> <p>Completed. Monthly meetings between Activate and UTS Security are underway already.</p> <p>Completed. A Campus Safety Weekly Stand Up has been established and is attended by UTS managers, UTS security and Activate to share information on upcoming events and activities on campus.</p>
5	Except for misconduct or a serious incident, concerns arising from protests could be dealt with more effectively by a concise internal review, a debrief with stakeholders and reaffirmation of the University's provision of the right with the expectation of responsibility.	<p>Supported. A post-protest debrief will be built into the process for organising a protest. The debrief will take a 'lessons-learned' approach, will be led by UTS Security and will to be attended by the Organiser/s. The debrief will identify if any action/response is required by the university or organisers.</p>
6	The Student Association is a body that is funded by and represents all students. While the elected body of student representatives voted in favour of the protest,	<p>Proposed. This is a matter for UTSSA to consider.</p>

	the Association needs to be conscious of the optics of it supporting a cause that may alienate or offend a group of students that it is funded to represent. It may wish to place limits on its activities that recognise these matters. For example, not using funds to supply tote bags.	Supported. DVC (ES) to provide paper to UTSSA SRC about governance and management of safety obligations and shared responsibility between UTS and UTSSA.
7	There were views expressed by some elected representatives that may not properly recognise the rights of others to counter protest, or the responsibility to not cause harm. This can be resolved by education.	Supported. This will be addressed in training for event organisers referred to at item 2 above.