



Working Group Participation Practices

We acknowledge that the issues raised in the Nixon Review are not isolated incidents. They are pervasive challenges across ANU and many institutions in Australia.

We recognise that these harms have impacted many of us – past and present – both personally and professionally. For those participating in this important work, some of the discussions may be challenging or emotionally taxing. As community awareness and literacy increase, we anticipate a rise in disclosures of harmful behaviour. These disclosures often occur when individuals see their own experience in others' stories and find the language to articulate them. As an institution, we have a responsibility to believe those who disclose and to ensure they are connected with appropriate and timely support.

To support a respectful, safe, and constructive process, we have developed the following safety guidelines for all Working Group members.

Safety Guidelines for Working Groups

The Working Groups are not therapeutic spaces

Your lived experience, insights, and emotions are welcome and valued, but will not be solicited. Please be mindful of what you choose to share with the group. Other members may not be equipped to provide the support you might need. **We ask that you do not name individuals in this context.** If you wish to disclose an experience of harm to the University and access appropriate support, we encourage you to use the [Harmful Behaviours Disclosure Tool](#).

Restorative and inclusive facilitation

The Co-Chairs will support a restorative and respectful environment. All members will be given opportunities to contribute, and decision-making will be democratic and transparent wherever possible.

Members are expected to respect and be mindful of the value of people's time. Co-Chairs will keep the Group to time and guide discussion back to a constructive, solution-focused frame if conversation focuses too heavily on personal experiences or disclosures, or the group is deeply debating particulars without a focus on solutions.

Consider your capacity

Meaningful engagement with the work is required. Before nominating for a Working Group, we ask that you carefully consider the ways in which you would like to contribute. If your main goal is to share your experience of navigating harm or institutional processes, but you are not in a position to engage in sustained problem solving, that is ok. There will be other opportunities to share your knowledge through consultation opportunities and written feedback. It is worth considering if this is a safer, more appropriate option for you so that you are prioritising your wellbeing.

Support is available

Staff and students participating in Working Groups are encouraged to access support services at any stage of the process. Support is available through:

- Staff Advisers
- Employee Assistance Program (EAP) and
- Student Safety and Wellbeing team

- ANU Wellbeing and Support Line (24/7) 1300 050 327 or text 0488 884 170
- 1800 RESPECT
- Lifeline 13 11 14

We encourage you to proactively reach out to these supports for advice, debriefing, or wellbeing care.

Privacy and confidentiality

All documentation will be anonymous. Contributions relating to lived experience made during Working Group conversations will be de-identified and generalised for the purpose of broader reporting, only where relevant.

Membership of each Working Group may be made public. Working Group members are expected to uphold confidentiality and respect the privacy of others by not disclosing personal information or experiences shared within the group.

Raising concerns or complaints

We are committed to creating a safe and respectful environment for all Working Group members. If a concern arises, such as a breach of confidentiality, inappropriate behaviour, or any issue affecting your ability to participate safely, you are encouraged to raise it. Concerns can be raised in confidence with a Working Group Co-Chair or a Steering Group member. You may do this in person, via email, or by requesting a confidential conversation. Where appropriate, concerns will be addressed informally in the first instance.

Your interest and participation in these Working Groups is deeply appreciated. We hope these guidelines will help you to contribute in ways that feel safe and sustainable.