



CROMWELL COLLEGE

within The University of Queensland

Statement from Cromwell College

6 March 2018

Cromwell College acknowledges that nationally, some students in university residential colleges have experienced harassment, assault and other hazing practices. This is completely unacceptable on all levels.

Cromwell College acknowledges the recommendations of the Elizabeth Broderick Report, and the work of End Rape on Campus in keeping students safe.

We at Cromwell are a residential community of 249 emerging adults aged 17-21. We work with one of the most risk prone and experimental demographic groups in society. Such an environment therefore cannot realistically be incident free 24/7.

That said, all levels within this College from the Board to the students themselves have found the recent media reports confronting and completely foreign to current practices and experiences here at Cromwell College.

Cromwell College will continue to be proactive in this important space to ensure that our rhetoric matches our reality.

For over a decade, Cromwell College has run a completely alcohol free (dry) Orientation Week. This tradition has been handed down by the student leaders themselves each year, and although the Board and the Principal firmly support this stance, it is important to note that this is a tradition imposed by the students themselves, and it works. Their aim is for the incoming students to form genuine rather than artificial bonds with each other and with the leadership team.

Cromwell fully supports the Respect Now - Always Program and has adopted all University of Queensland policies in this important area. Cromwell's student leadership team undergoes professional development training throughout the year in this and other important areas. Orientation Week includes substantial work both internally and externally in the areas of sexual assault, harassment, consent, and gender / sexuality issues.

This work is complemented by the Cromwell College Students' Association's own Equity Policy; a policy not crafted by administrators, but by our student leaders themselves several years ago. Equity and diversity are values held very highly here by the student body. Their initiative of the '*Cromwellness Program*' further advances the positive culture across the College.

For the past five years, Orientation Week at Cromwell has concluded with each first year student completing an anonymous on-line survey of 35 questions including comments, dissecting every aspect of the program day by day. This unedited data is presented to the

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Principal Mr Ross A. Switzer M.Ed.(Deakin), B.Ed.St.(QLD), Dip.T.(QUT),MAICD

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Principal and to the Board of Governors, is discussed openly, and continuous improvement occurs.

Each week during semester time, the full student leadership team (Resident Assistants and Executive) meets in the Principal's residence for supper, and to discuss important matters of college life both strategic and operational. These meetings are then distilled through individual corridor meetings where ideas can be raised and debated at all levels within the college. Open communication is valued here.

The Principal and Deputy Principal, along with two other resident staff live in homes on site, are always on call, and provide a family environment, care and supervision 24/7. Senior staff feeling the beat of the college out of hours in this way, and working closely with the student leadership team out of hours, is a significant contributor towards establishing and maintaining a transparent and healthy culture both day and night.

At Cromwell we believe that the essential criterion for continuous improvement is establishing and maintaining effective rapport and mutually earned respect with people through open communication. In short, if the Principal and the student leadership team do not share that rapport and mutual respect, then superficial progress may occur but true progress is limited. At Cromwell we feel that we have that rapport and respect, and we are proud of it.

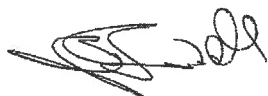
Despite the significant advances that Cromwell College has and continues to make, and the College's position surrounding its culture, it may be that a Cromwell student's or parent's perception of life here may at times not be positive.

In this situation, we encourage in the strongest possible terms, students and / or their parents to contact the Principal in confidence immediately with their concerns, without fear of retribution. Should the Principal be the subject of your concern then we encourage you to contact the Chair of the Board directly. We can assure you that you will be listened to, supported, and matters will be fully investigated following due process; where necessary by the Police.

Cromwell College has no desire to hide behind a cloak of secrecy should inappropriate behaviour occur here. Our future lies in the hands of those families who entrust their young people into our care. Cromwell's ongoing viability lies solely in the quality of support it provides to all families.

We work proactively and collaboratively to promote systems and culture that will avoid inappropriate behaviour. Cromwell is open, transparent, and will effectively deal with issues.

Our hearts go out to those who have suffered through inappropriate practices in university colleges nationally, and we acknowledge those agencies acting as a voice to survivors.



Dr Joe Goodall
CHAIR OF BOARD OF GOVERNORS



Mr Ross A. Switzer
PRINCIPAL / CEO



Ms Roxane Mutschler
STUDENTS' ASSOCIATION PRESIDENT