

Progress towards implementation of the recommendations from *Change the course* (March 2022)

Recommendation no.	Action taken since last milestone report in September 2020	Planned/future action
<p>1</p> <p><i>Vice-Chancellors take direct responsibility to implement recommendations, including decision-making and monitoring and evaluation of actions taken. Establish an advisory body. Develop an action plan.</i></p>	<ul style="list-style-type: none"> • The University’s commitment to a zero tolerance to sexual assault and sexual harassment (SASH) remains unchanged. • The SASH Independent Oversight Committee which was set up to oversee the implementation of the recommendations from the Rosenthal Banks Report, and the Change the Course Report was discontinued, as the committees Action Plan had been achieved. • In place of the SASH Independent Oversight Committee, the University has transitioned to an internal SaFCU Governance Group. This group meets quarterly and consists of a number of senior University leaders. This group reports to the Provost. 	<ul style="list-style-type: none"> • Our commitment to a zero tolerance for sexual assault and sexual harassment will remain unchanged. • The upcoming 2021 National Student Safety Survey will be analysed to evaluate the effectiveness of the current University response and identify areas of improvement. • We will continue to assess and adjust our policy and practice, using our insights gained from data collection and our lived experience.
<p>2</p> <p><i>Universities develop a plan for addressing the drivers of sexual assault and sexual harassment</i></p>	<ul style="list-style-type: none"> • Training continues to be offered via online and face to face. Including the Epigum ‘Consent Matters’ module available to all community members and a specific course for all Staff ‘Sexual harassment and sexual assault: What are the drivers and how can staff respond’ This module was developed in partnership with Universities Australia and the Australian Psychological Society. 	<ul style="list-style-type: none"> • The University is responding to student feedback on current educative resources and is developing a locally produced module for all students that is simplified, targeted and more engaging. The module outlines the University values and expectations – including the subject of consent. This will complement the more in-depth SASH and Consent related modules to ensure all members of our

<p><i>that includes education programs, and identifies existing resources and communications campaigns that reinforce key messages</i></p>	<ul style="list-style-type: none"> • This online training is offered to all staff and students, and is compulsory for certain cohorts, particularly those working and living in student accommodation. • The Sexual Assault Support Service (SASS) has resumed the provision of face-to-face training to staff and students living in accommodations in 2022. This training had been migrated to Zoom in 2020 and 2021 due to COVID-19. • Website materials and resources on sexual assault and sexual harassment continue to be available to staff and students, as well as reporting options. 	<p>community understand the community expectations of the University.</p> <ul style="list-style-type: none"> • Website content and other resources is routinely reviewed and will continue to be regularly reviewed and updated as required.
<p>3 <i>Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment</i></p>	<ul style="list-style-type: none"> • Information on support services and reporting processes continue to be provided on websites and via other materials. • The Safe and Fair Community Unit has delivered a number of presentations to Colleges and Schools on reporting options and practices. • The University continued its relationship with the Sexual Assault Support Service (SASS) in 2021 and 2022. • Posters, flyers and online resources are distributed around the University and online guiding people to SaFCU as a reporting area for concerns or complaints – including SASH. • SaFCU continued to engage with key stakeholders – such as Student Living, and the Counselling team to ensure that those staff understand the referral pathway for any matters reported to them that may be appropriate for assessment by SaFCU. 	<ul style="list-style-type: none"> • Web pages are being regularly reviewed as part our continuous improvement focus. • Students are provided information about the role of the Safe and Fair Community Unit in relation to reporting and support through multiple channels, including orientation and Uni start material and student living handbooks and induction, visibility on student portal and apps, and ongoing periodic promotions. • The Safe and Fair Community Unit will continue to promote awareness of the service it offers, through presentations and consistent internal University messaging. • Specific work is being undertaken to update the digital content available on social media and digital platforms, to ensure that SaFCU continues to be the University community’s single point of contact for complaints and SASH matters.

<p style="text-align: center;">4</p> <p><i>Within a year, universities should commission an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment, to assess effectiveness and make specific recommendations to universities about best practice responses.</i></p>	<ul style="list-style-type: none"> • As reflected in the Action Plan, the recommendations from the independent review into the University’s policies and practices (Rosenthal and Banks) have all been implemented and now integrated into working policy and practice. • The University’s updated Behaviour Policy and Behaviour Procedure were released in September 2020 as part of a wider project of our governance and policy framework. • The opportunity was also taken to build in key principles and best practice into the framework as they relate to SASH and other sensitive matters. 	<ul style="list-style-type: none"> • As part of our continuous improvement focus, we will continue to review policy and practice, and contribute to sector developments. • In 2021, the first Student Behaviour matters were resolved using the new Behaviour Policy and Behaviour Procedure – learnings from these experiences will be used to review and update our practices to ensure we are responding to student feedback and delivering trauma informed and victim centric model.
<p style="text-align: center;">5</p> <p><i>Universities should conduct an assessment to identify staff members and student representatives within</i></p>	<ul style="list-style-type: none"> • As noted, the University has continued to provide training to staff and students in 2021 and 2022 on responding to disclosures of sexual assault and sexual harassment. This has taken the form of online modules and direct training by the Sexual Assault Support Service. • Staff working in student accommodation, and students who live there (including Student Leaders), are required to complete both online training and attend a session 	<ul style="list-style-type: none"> • Compulsory training will continue for staff and students either working or residing within student accommodation and other higher risk student facing services. • Student leadership roles are required to undertake training. • The University is developing a module for all students, that outlines the University values and expectations – including surrounding consent. This will complement the more in-depth SASH and

<p><i>their institution most likely to receive disclosures of sexual assault and sexual harassment and ensure those identified receive appropriate training.</i></p>	<p>with SASS. We consider student accommodation facilities to be a key risk area for SASH incidents.</p> <ul style="list-style-type: none"> • The University has continued to maintain and make available a First Responders Protocol to assist our community members if they receive a disclosure. • Staff have been provided with a mandatory Workplace Behaviour Module, that deals with issues surrounding SASH matters. • In 2021, SaFCU undertook a recruitment drive to employ SASH subject matter experts externally from the University. As a result three staff were appointed, who have significant experience in dealing with SASH matters. This has significantly increased the capacity of SaFCU to deal with sensitive matters. 	<p>Consent related modules to ensure all members of our community understand the community expectations of the University.</p>
<p>6</p> <p><i>Universities should ensure that information about individual disclosures and reports of sexual assault and sexual harassment is collected and stored confidentially and used for continuous improvement of processes.</i></p>	<ul style="list-style-type: none"> • The University continues to use ADVOCATE as its dedicated reporting and recording portal for SASH matters. ADVOCATE is maintained by the Safe and Fair Community Unit, with restricted access to information. It contains details of incidents of inappropriate behaviour, including SASH. • The Safe and Fair Community Unit provides periodic reporting to a number of key areas within the University – including the Provost, University Executive Team and Audit and Risk Committee (committee of University Council). These report highlights incidents of SASH (on a de-identified basis) and trends, as well as opportunities for improvement. • The work of the Safe and Fair Community Unit is supported by an internal Governance Group, which receives incident data, but also provides guidance and expertise on individual case matters and policy decisions. 	<ul style="list-style-type: none"> • The Safe and Fair Community Unit will continue to refine its data capture and reporting model. As time passes, longitudinal trend data is becoming more informative to guide responses to systematic issues and opportunities for improvement to policy and practice. • With appropriate privacy and security settings in place, the ADVOCATE system is being rolled out to relevant areas of the University in 2022 including People and Wellbeing (HR), Student Living Communities and Legal to ensure the University has whole of institution visibility of all related matters.

<p>7</p> <p><i>Within six months of this report, universities should conduct an audit of university counselling services to assess adequacy of capacity and training and undertake data collection.</i></p>	<ul style="list-style-type: none"> • The recommendations from an external audit of the University’s counselling service which were delivered in late 2018 have been implemented, as appropriate. Additional resourcing was provided in 2018 and staff diversity within the service was also increased in early 2019. Counsellors are also regularly involved in developing and delivering proactive wellbeing resources and information sessions. Following COVID-19, services transition successfully online. • There remains an active program of review of our wellbeing support services, to ensure we are meeting student needs. This review will take into account recommendations from the external audit. 	<ul style="list-style-type: none"> • In 2022 the University is continuing work on developing a whole of University Mental Health Framework. This will include the development of a student mental health and wellbeing strategy and implementation plan. This work will be of key importance to both SaFCU and the Counselling team. • The University’s Disability Inclusion Action Plan will guide further improvements across the institution to enhance student access, inclusion and participation across the University.
<p>8</p> <p><i>Universities should engage an independent body to conduct the National university student survey of sexual assault and sexual harassment at three yearly intervals to track</i></p>	<ul style="list-style-type: none"> • The University has participated in the National Student Safety Survey in 2021. 	<ul style="list-style-type: none"> • The National Student Safety Survey will be released in late March 2022. • The University will draw on the recommendations of the survey to lead a University wide gaps analysis, and implement action plan to support continuous improvement in this area.

<p><i>progress in reducing the prevalence of these incidents at a sector-wide level.</i></p>		
<p>9 <i>Residential colleges and university residences should consider implementing report recommendations, and commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.</i></p>	<ul style="list-style-type: none"> • The report recommendations delivered by the Nous Group in late 2018 continued to remain a key focus in 2020 and 2021. • Most of the recommendations were addressed in the implementation of the <i>Change the Course</i> recommendations, and from our own Rosenthal and Banks report. • Of the 21 recommendations, 15 have been fully implemented and 6 are in progress. 	<ul style="list-style-type: none"> • The University has implemented a number of structural and procedural changes in student living communities to address student safety and wellbeing. • Student surveys are undertaken regularly to assess student perceptions of safety and sense of belonging. • Student resident induction materials include clear messaging regarding values, behaviour, community safety, reporting mechanisms and support. • A taskforce which includes SaFCU, Student Living and Security meet regularly to work together to identify and address issues and take preventative action to address any safety concerns.