



UNIVERSITY of
TASMANIA

***Change the Course – the Australian
Human Rights Commission’s national report
into sexual assault and sexual harassment
at Australian universities***

***An Initial Review of Sexual Assault and
Sexual Harassment Prevention and Response
at the University of Tasmania***

University of Tasmania statement of commitment and outline
of response. June 2018.





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Statement from the Vice-Chancellor

This requires a response from our entire University community. We cannot call ourselves a community unless we take every possible measure to ensure our people are free to work and learn in a place they feel safe and secure.



Professor Rufus Black

Statement from the Pro Vice-Chancellor, Culture and Wellbeing

We will work intensively over the next six months to ensure we meet all recommendations. In close collaboration with our University leaders and supported by a Project Team, we will get this done.



Professor Marg Otlowski
Chair, University Safer Community Taskforce

Statement from the Tasmanian University Union President

We are determined to shape a future built on the courage and determination of victims and survivors. And honour them by creating a safer, more inclusive, more equitable University.



Jessica Robinson

We exist as part of a broader community but we believe our university should have a leadership role in the creation of a just and equitable society.

Background

This document outlines the work done so far and the considerable work ahead for the University of Tasmania to fulfil its commitment to provide an environment where sexual assault and sexual harassment is not tolerated and where victims and survivors are fully supported. We wish to clearly communicate the commitment of the University of Tasmania to making the changes that are needed to achieve this.

The University is adopting a total of 54 recommendations from two recent reports into sexual assault and sexual harassment. On 1 August 2017, the Australian Human Rights Commission's *Change the Course: National report on sexual assault and sexual harassment at Australian universities* was made public. This report, compiled at the request of Australia's 39 universities, included the findings of a national student survey which provided data for every Australian university.

The second report referenced in this document grew out of the *Change the Course* report. One of the key recommendations of *Change the Course* was that universities each commission an expert-led independent review of their policies and response pathways in relation to sexual assault and sexual harassment. The University of Tasmania commissioned Robin Banks, former Tasmanian Anti-Discrimination Commissioner, and Indira Rosenthal, a human rights and gender consultant, who conducted a timely and thorough review. The review (titled *An Initial Review of Sexual Assault and Sexual Harassment Prevention and Response at the University of Tasmania*) was undertaken from September to October 2017 and was based upon interviews with various University staff and Tasmanian University Union staff and student representatives.

The Vice-Chancellor of the University of Tasmania, the Pro Vice-Chancellor (Culture and Wellbeing) and the University Executive Team have committed to implementing all recommendations from the two reports. Refinements aimed at strengthening two recommendations in the Rosenthal/Banks report have been discussed and agreed upon with the report's authors.

The recommendations from both reports are extensive and the University is now, as a high priority, forming the teams and setting in place the governance structure to oversee an action plan to address every one of them. This document records our response to each recommendation, the timeframe of that response and the position overseeing that response. This activity is outlined in Appendix 1.

Readers are encouraged to view the full text of the two reports referenced in this document:

***The Australian Human Rights Commission
Change the Course – a national report into sexual assault and sexual harassment
at Australian universities***

***An Initial Review of Sexual Assault and Sexual Harassment Prevention
and Response at the University of Tasmania***

Timeline

One incident of assault or one incident of harassment is one too many.

**February
2016**

The University of Tasmania joined Universities Australia's Respect.Now.Always campaign to raise awareness and lift the visibility of support services.

As part of this campaign an independent body – the Australian Human Rights Commission – conducted a large-scale survey of students in all Australian universities.

**July
2017**

The University of Tasmania and the Tasmanian University Union (TUU) launched #NeverOK, a collaborative initiative to signal zero tolerance of sexual assault and sexual harassment.

**August
2017**

The Australian Human Rights Commission's Change the Course report on sexual assault and sexual harassment at Australian universities was released.

Recommendation 4 states that, within a year of the release of Change the Course, universities should "commission an independent, expert-led review of existing university policies and response pathways in relation to sexual assault and sexual harassment".

**August
2017**

The University of Tasmania commissioned Robin Banks, former Tasmanian Anti-Discrimination Commissioner, and Indira Rosenthal, a human rights and gender consultant, to undertake an independent review of the University's policies, procedures and practices in relation to sexual assault and sexual harassment.

**22 August
2017**

#NeverOK Day, a collaborative event, took place on all University of Tasmania campuses. The awareness campaign continued through second semester with banners, distribution of printed materials on how to report and seek support, and a specific campaign during Mental Health Week.

**March
2018**

The University of Tasmania received the Rosenthal/Banks report and began work on an action plan that will implement all of its recommendations and all the recommendations of Change the Course.

We acknowledge all victims and survivors of sexual assault and harassment and thank those who told their stories for the two reports produced so far.

Your courage and assistance will help guide our response to prevent future harassment and assault.

Summary of the University's response to recommendations from Change the Course and the Rosenthal/Banks report

Leadership

The change in process and culture required to implement these recommendations will only be achieved with the full support and engagement of the University's most senior leaders. Leadership commitment and good governance is necessary to enable fast change in process, but also to manage the longer-term cultural change that is required.

The Vice-Chancellor is fully committed to taking responsibility for the changes. To ensure that our Action Plan is implemented thoroughly and effectively, we have established a governance structure that includes a University Safer Community Taskforce, which will have input from all relevant areas of the University. The external Expert Advisory Group will ensure that the Action Plan is guided by the best knowledge available from external experts. The Independent Oversight Committee on Sexual Assault and Sexual Harassment, to be made up of University Council members (including the council's student member) and expert external representatives, will oversee the implementation of the Action Plan. This committee, with its strong external presence, will ensure the University is publicly accountable for tackling these issues, as well as accountable to our own community. Progress will be publicly reported from February 2019 onwards.

At all opportunities University leaders will communicate that safety from sexualised misconduct is a core value of the University. Education and training will ensure that leaders have the capacity to oversee and support the implementation of the recommendations.

Prevention and culture

Our aim is to change behaviours and increase awareness of unacceptable behaviour. The University will develop and provide expert-led education and communication on sexual assault and sexual harassment to all students and staff. To ensure clarity, we will adopt a definition of sexual assault, review our definition of sexual harassment and ensure consistency in the use of these definitions across University protocols, policies and procedures. Communications expertise will be commissioned to ensure that training and other awareness-raising materials on sexual assault and sexual harassment are clear, accurate and accessible.

The University has online learning modules in place aimed at education and prevention of sexual harassment and sexual assault, but to ensure we are adopting best practice these – and the way they are applied – will be reviewed. Formally including sexual assault and sexual harassment in operational risk registers will demonstrate an on-going commitment and accountability in the management of these operational risks.

Reporting, support, investigation and discipline

An important aspect of supporting victims of sexual assault and harassment is ensuring that staff and students who are 'first responders' are well trained and accessible. To this end, the University will evaluate and provide expert-led training to those staff and students who are likely to be first responders in instances of sexual assault and sexual harassment. Campus "security" will become "safety and security", with roles clarified and training needs assessed. The suitability of the existing online reporting product for sexual assault, sexual harassment and other sensitive issues is being reviewed and an alternative product investigated.

Expert and accessible counselling is a vital part of our response to sexual assault and sexual harassment and so an internal assessment of the University's counselling services has taken place ahead of an external audit. The number of counsellors is being increased to ensure appropriate staffing, including availability in an emergency. The visibility of the service and the communication of information on how to contact a counsellor will be improved.

Following the recommendations of the Change the Course report, the University commissioned an independent, expert-led review of existing University policies and response pathways in relation to sexual assault and sexual harassment (the Rosenthal/Banks report). This report has been received and all recommendations from it will be adopted (see Appendix 1).

Audit, data and continuous improvement

To increase our ability to safeguard our students and staff and to ensure we can measure our performance, we will collect and evaluate data on individual disclosures and reports of sexual assault and sexual harassment. Data and analysis of this data (noting appropriate confidentiality) will be reported at least every six months to the Vice-Chancellor and University Executive Team with a view to considering and implementing improvements where required.

Information and resources

If anything in this report has affected or distressed you, the following support services are available:

If you have experienced sexual assault or sexual harassment and feel you would like to speak to someone for support or information:

- **1800RESPECT (1800 737 732)**
Provides counselling 24-hours a day, 7 days a week
- **Lifeline**
24-hour crisis support and suicide prevention
Phone: 13 11 14
- **Beyondblue**
Mental health support
Phone: 1300 224 636
- **Suicide Call Back Service**
Phone: 1300 659 467

Other sexual abuse and harassment contacts in Tasmania

- Sexual Assault Support Service
24-hour crisis line
Phone: 1800 697 877
Phone: (03) 6231 1811
Email: admin@sass.org.au
- Laurel House Launceston
Phone: (03) 6334 2740
Phone: (after hours): 1800 697 877
www.laurelhouse.org.au
- Laurel House North West
Phone: (03) 6431 9711
Phone: (after hours): 1800 697 877
www.laurelhouse.org.au
- Office of the Anti-Discrimination Commissioner (Tasmania)
Phone: 1300 305 062
- Launceston Community Legal Centre
Phone: (03) 6334 1577
- Family Violence Response and Referral Line
Phone: 1800 633 937
- Sexual Assault (Southern)
Phone: (03) 6231 1811
- Sexual Assault (Northern)
Phone: (03) 6334 2740
- Sexual Assault (Nth West)
Phone: (03) 6431 9711
- Relationships Australia
Phone: 1300 364 277
- Mensline Australia
Phone: 1300 789 978

The University of Tasmania is committed to providing an environment in which harassment and assault are not tolerated, and where victims and survivors are fully supported if it occurs.

The case for addressing sexual assault and sexual harassment at Australian universities is compelling.

Swift and decisive action is required by universities to deal with the challenges that currently exist and to ensure that future students are guaranteed a learning environment that is safe and promotes their wellbeing.

Change the Course – The Australian Human Rights Commission’s National Report on Sexual Assault and Sexual Harassment at Australian Universities, August 2017



Responses to recommendations from Change the Course and the Rosenthal/Banks report

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
Leadership & Governance	Leadership			
Recommendation 1	Recommendations 1 to 11			
<p>Vice-Chancellors should take direct responsibility for the implementation of these recommendations, including decision-making and monitoring and evaluation of actions taken.</p> <p>To assist and advise them in this respect, Vice-Chancellors should have an advisory body within their institution which has responsibility for guiding the implementation of the recommendations made in this report. The advisory body should report directly to the Vice-Chancellor of each university and include representatives from:</p> <ul style="list-style-type: none"> • the university’s senior leadership • the student body • academic staff • residential colleges affiliated with the university • student services, such as: counselling services, medical services and campus security, and • frontline sexual assault services. <p>The advisory body should be responsible for developing an action plan for the implementation of these recommendations.</p> <p>The development of an action plan should involve broad and extensive consultation with all relevant stakeholders from the university community and, where relevant, the wider community. The advisory body should also seek independent expertise where relevant and draw on existing research and best practice.</p> <p>The advisory body should assess and publicly report on the university’s progress towards implementation of these recommendations within 18 months of the release of this report.</p> <p>From then on, public reporting on progress should occur on an annual basis.</p>	<p>1. Commits, at a senior leadership level, to reviewing and implementing the changes recommended in this report.</p>	<p>Vice-Chancellor working with University Executive Team (UET) and University Strategic Forum (USF)</p>	<p>Complete. Included in this document.</p>	<p>Recommendations adopted.</p> <p>The Vice-Chancellor has committed to implementing changes for the institution.</p> <p>The Vice-Chancellor and the Pro Vice-Chancellor (Culture and Wellbeing) met with the Rosenthal/Banks report’s authors on 17th May 2018. UET was briefed on the Rosenthal/Banks report on 18th May 2018. A small number of refinements have been discussed with the report’s authors and are detailed below in response to recommendations 3, 4 and 32.</p>

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
	<p>2. Develops an Action Plan on sexual assault and sexual harassment responses and prevention that:</p> <p>a) addresses all the areas identified in this report as requiring further review and change;</p> <p>b) takes into account any recommended practice from the Respect.Now.Always. initiative and the Change the Course Report;</p> <p>c) maps out further next steps the University needs to take to achieve a sexual assault and sexual harassment strategy that meets best-practice standards.</p>	Pro Vice-Chancellor (Culture and Wellbeing), Executive Director Student Experience	July/August 2018	<p>Recommendations adopted.</p> <p>Development of the Action Plan will be led by the University Safer Community Taskforce (USCT) with input from the Expert Advisory Group as appropriate. A Project Team is being established with an appropriate resourcing level to deliver on the recommendations within the set timeframe.</p>
	<p>3. Formally establishes a taskforce, or similar University-wide group, to lead the development of the Action Plan. The taskforce should have sufficient authority and resources, be chaired by a member of the Senior Executive, and involve key stakeholders. The establishment of the taskforce could build on the University's existing Respect.Now.Always. working group.</p>	Pro Vice-Chancellor (Culture and Wellbeing)	July 2018	<p>Recommendations adopted.</p> <p>This will be given effect through the formalisation of the USCT as part of the new committee/governance framework:</p> <p>i) the Expert Advisory Group with external experts;</p> <p>ii) the USCT with representation from relevant areas including Student Experience; Infrastructure Services and Development; Work, Health and Safety; Legal Services; Audit and Risk; Student Complaints and Discipline; and Post-Graduate Research.</p> <p>iii) an Independent Oversight Committee on Sexual Assault and Sexual Harassment including University Council members (including the Council's student member) and expert external members to ensure independence.</p>
	<p>4. Establishes a permanent, whole-of-University working group on sexual assault and sexual harassment, chaired by a member of the Senior Executive, and which is part of the University's governance structure, to oversee implementation of the Action Plan and to be responsible for the ongoing monitoring and evaluation model. This permanent group should include University leadership from the administrative and academic functions of the University, as well as diverse representation from undergraduate and postgraduate students. The membership of the group should be gender balanced: it should not only have women members.</p>	Pro Vice-Chancellor (Culture and Wellbeing)	July 2018	<p>Recommendations adopted.</p> <p>See response to Recommendation 3, above.</p>
	<p>For recommendation 5 see page 19.</p> <p>6. Adopt safety from sexualised misconduct as a core value.</p>	Vice-Chancellor and Pro Vice-Chancellor (Culture and Wellbeing)	Complete	<p>Recommendations adopted, as reflected in this response document.</p>
	<p>7. Ensure consistent and sufficient resourcing to all of the relevant initiatives and to the Taskforce and Working Group to undertake their role in a timely and professional way, and with appropriate expert input.</p>	Pro Vice-Chancellor (Culture and Wellbeing)	May-December 2018	<p>Recommendations adopted.</p> <p>A Project Team will assist with the delivery of outcomes. The minimum composition of this team will be a project lead. A community education/communications role and a human resources representative. The University will also draw on its existing relationship with the Sexual Assault Support Service to guide the development of cohort-specific educational resources.</p>

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
	8. Ensure that messaging from leadership is consistent across the University and reflects the core value of safety from sexualised misconduct.	UET and Pro Vice-Chancellor (Culture and Wellbeing)	By the end of 2018	Recommendations adopted. This will be given effect through communications and targeted training.
	9. Ensure the University's senior leadership: a. responds in strong and unequivocal terms to incidents of inappropriate sexualised conduct; b. identifies opportunities for senior leadership to reiterate that core value, for example, when welcoming new and returning students, and when welcoming new and visiting staff.	Vice-Chancellor and Pro Vice-Chancellor (Culture and Wellbeing)	By the end of 2018	Recommendations adopted. This will be given effect through communications and targeted training.
	10. The Vice-Chancellor report at least annually to the whole of the University community on progress being made to implement the Action Plan recommended in this report and any other relevant initiatives.	Vice-Chancellor and Pro Vice-Chancellor (Culture and Wellbeing)	Initial reporting January/February 2019 and then at least annually	Recommendations adopted.
	11. Identify relevant professional development opportunities for University leadership to enhance their capacity to oversee and support the implementation of the Action Plan and thus to reflect the core value of safety from sexualised misconduct.	Executive Director Human Resources		Recommendations adopted. Review of leadership development and broader professional development programs will be undertaken to ensure safety from sexual misconduct is reflected.



Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
Changing attitudes and behaviours	Prevention and Culture			
Recommendation 2	Recommendations 12 to 26			
<p>Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that:</p> <ul style="list-style-type: none"> provides students and staff with education about: behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, 'violence supportive attitudes' and bystander intervention, and identifies existing resources and communications campaigns that reinforce key messages of education programs for dissemination to staff and students. <p>Education programs and communications should:</p> <ul style="list-style-type: none"> target all levels of the organisation – current and future students, staff, residential colleges, public transport to/from university, sports clubs, student societies and student unions be based on best practice and research be developed and delivered by individuals and/or organisations with expertise in sexual violence prevention be developed in consultation with university students, and include measures for evaluating and refining the actions taken. 	12. Adopt a definition of "sexual assault" that is consistent with the meaning of the term under Tasmanian criminal law, and which covers a full range of sexualised criminal conduct.	Pro Vice-Chancellor (Culture and Wellbeing)	By the end of 2018	Recommendations adopted. This will be incorporated within the revised University Behaviour Policy and University Behaviour Procedure. See also progress against Recommendations 15-20.
	13. Review the definition of "sexual harassment" currently found in the University Behaviour Policy to determine whether it is clear and encompasses all the conduct that could be sexual harassment, and include examples. Regard could be had to the definitions in the Anti-Discrimination Act 1998 (Tas) and the Sex Discrimination Act 1984 (Cth).	Pro Vice-Chancellor (Culture and Wellbeing)	By the end of 2018	Recommendations adopted. Review of the University Behaviour Policy and University Behaviour Procedure is under way.
	14. Ensure the definitions are consistently applied in all relevant governance documents (policies, ordinances, codes of conduct and procedural codes, risk register), and in campaign, awareness-raising and educational initiatives on sexual assault and sexual harassment.	Pro Vice-Chancellor (Culture and Wellbeing)	By the end of 2018	Recommendations adopted.
	15. Develop materials and training to inform and educate the University community about what constitutes sexual assault and sexual harassment, and about the difference between them.	New individual to be seconded (or external expertise sought)	By the end of 2018	Recommendations adopted. A suite of resources for different cohorts – staff, undergraduate students and postgraduate students - with input from the Executive Director Human Resources and the Executive Director Student Experience will be developed. Will draw in external expertise from the Sexual Assault Support Service.
	16. Develop a sexual assault and sexual harassment communication strategy.	Director Strategic Communications and Media and new individual to be seconded (or external expertise sought)	By the end of 2018	Recommendations adopted. As above. This work will be undertaken by the project team drawing on the expertise of the Sexual Assault Support Service, Human Resources and the University Communications team.

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
	17. Review Consent Matters to evaluate whether it is effective and meets best practice for effective eLearning.	Executive Director Student Experience	By the end of 2018	Recommendations adopted. Current modules were adopted by a number of universities in the sector in 2017 and are being reviewed. It is acknowledged that training products need to be locally relevant and appropriate to staff and student cohorts.
	18. Develop new, or tailor existing, training modules for staff and students that cover material about broader problematic sexual behaviour, as well as sexual assault and sexual harassment, consent issues, how to report incidents, and what the University will do in response to a report.	Executive Director Student Experience and Executive Director Human Resources	By the end of 2018	Recommendations adopted. The online training module Consent Matters is promoted through Orientation and Welcome Week to all students as a requirement. All students are given access to this module. An email will be sent to all staff to make them aware of the Consent Matters module and to provide them with the Responding to Disclosures of Sexual Violence module, which we will be asking them to undertake. Face to face training (delivered through the Sexual Assault Support Service) to augment the online modules will also be made available to staff.
	19. Identify as key performance indicators for all staff a demonstrated understanding of sexual assault and sexual harassment prevention and the University's policies and procedures.	Executive Director Human Resources	By the end of 2018	Recommendations adopted. This will be an element of our new staff induction and initiatives will be considered to ensure existing staff have this issue as part of their KPIs.
	20. Ensure all eLearning or online training modules for students and staff are fully accessible to people with disability.	Executive Director Student Experience	By the end of 2018	Recommendation adopted. The online training module Consent Matters will be reviewed in this context.
	21. Consider whether or not relevant eLearning modules should be compulsory for students and, if so, how completion will be audited and what the consequences of non-completion will be.	Vice-Chancellor, Pro Vice-Chancellor (Culture and Wellbeing), University Executive Team	By the end of 2018	Recommendations adopted. All options will be considered and regard will be had to whether there is an emerging best practice nationally on this issue.
	22. Adopt a risk-assessment model that expressly includes sexual assault and sexual harassment as a stand-alone form of risk, and clearly covers both students and staff.	Pro Vice-Chancellor (Culture and Wellbeing), Director Audit and Risk	By the end of 2018	Recommendations adopted. A risk assessment framework is in place at the University and the Strategic Risk Profile includes a risk referencing the University's responsibility to the health and wellbeing of students. Audit and Risk will work with management to implement fully.
	23. Conduct a comprehensive University-wide risk-assessment review for sexual assault and sexual harassment to identify: a) the full range of relevant risk factors, many of which are identified in this report, for example, whether there is a clear process for complaining, reporting, and responding; and b) mitigation and control strategies.	Pro Vice-Chancellor (Culture and Wellbeing), Director Audit and Risk	By the end of 2018	Recommendations adopted. Audit and Risk will work with management to implement.
	24. Ensure a consistent approach to sexual assault and sexual harassment in all University risk registers.	Pro Vice-Chancellor (Culture and Wellbeing), Director Audit and Risk	By the end of 2018	Recommendations adopted. Audit and Risk to assist with developing the College and Schools risk registers. This will occur once the above University-wide risk assessment process is completed.

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
	25. Commit to monitoring the effectiveness of risk-mitigation strategies and controls for sexual assault and sexual harassment in internal audit processes.	Pro Vice-Chancellor (Culture and Wellbeing), Director Audit and Risk	By the end of 2019	Recommendations adopted. Processes to ensure monitoring will be determined following completion of risk assessments and then progressively rolled out across the University.
	26. The University further considers the impact of University culture and its impact on sexual assault and sexual harassment. The consideration should include an assessment of: <ul style="list-style-type: none"> a. the effectiveness of the Respect.Now.Always. initiative at the University; b. the impact of excessive alcohol consumption, particularly at University events; c. the culture at University residential accommodation; d. whether the University's organisational culture tolerates or normalises sexual violence or violence-supporting attitudes; e. cultural issues raised by the findings of the Australian Human Rights Commission in the National Student Survey; f. the nature of the supervisory relationship for higher degree students and the potential for exploitation and abuse; g. best practice adopted by other universities in Australia and overseas; and h. comprehensive feedback from all key University stakeholders, including the full range of perspectives from the diverse student body. 	Vice-Chancellor, Pro Vice-Chancellor (Culture and Wellbeing), University Executive Team	Ongoing	Recommendations adopted. The University's response will be phased with most of the recommendations to be addressed by end of 2018. There are a number of specific aspects of these recommendations that can be at least commenced within this shorter timeframe: <ul style="list-style-type: none"> (c) the culture at University residential accommodation – this will be part of the review of residential accommodation further to Recommendation 5 which is planned to be commissioned this year; (d) the University's organisational culture – this will be addressed from the outset through the University's endorsement of Recommendation 6 that safety from sexualised misconduct be adopted as a core value and this will be reinforced through the University from the senior leadership down, together with other recommendations that relate to staff training and establishing KPIs; (f) the supervisory relationship for higher degree students – this will begin this year, drawing on the national best practice principles. However, much of this multi-faceted recommendation relates to important work on culture that is planned to be undertaken after the first phase of establishing formal structures and building capabilities is complete. Responding to this broad and far-reaching recommendation will require holistic and sustained work to change behaviour, and this will require a three to five-year timeframe. For this reason, most of the University's response to this recommendation will be undertaken as part of the second phase of work, which will likely entail research components, in particular to address points (a), (b), (e), (g) and (h).

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
University responses to sexual assault and sexual harassment	Reporting, support, investigation and discipline			
Recommendations 3 to 5	Recommendations 27 to 43			
	27. Reframe “security” as “safety and security”.	Executive Director Infrastructure Services & Development, Associate Director Facilities Management	By the end of 2018	Recommendations adopted.
	28. Clarify the role of security staff as first responders only to sexual assault, including training needs.	Executive Director Infrastructure Services & Development, Associate Director Facilities Management	By the end of 2018	Recommendations adopted. Currently under review and development.
	29. Review the levels, patrols and visibility of duty staff.	Executive Director Infrastructure Services & Development, Associate Director Facilities Management	By the end of 2018	Recommendations adopted.
	30. Explore, for possible adoption, complementary security measures used by other Australian universities, for example, the Safe Zone app.	Executive Director Infrastructure Services & Development, Associate Director Facilities Management	By the end of 2018	Recommendations adopted. Discussions began with Safe Zone in 2017 and the company has conducted on-site demonstrations. Senior security and student service staff are preparing a recommendation in relation to implementation after consulting others in the sector who have adopted the Safe Zone app.
	31. Develop a first responders’ protocol that clearly distinguishes between sexual assault and sexual harassment responses.	Pro Vice-Chancellor (Culture and Wellbeing)	By the end of 2018	Recommendations adopted.



Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
<p>3. In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should:</p> <ul style="list-style-type: none"> • widely disseminate information about university reporting avenues to staff and students • widely disseminate information about internal and external services to staff and students, including: university counselling and medical services, campus security, local sexual assault services, police, medical centres, hospitals, counselling services and anti-discrimination agencies • ensure that information about internal and external reporting procedures and support services is displayed clearly, in a logical place(s) on the university website • ensure that information about internal and external reporting procedures and support services is provided to students as part of their orientation into university and to new staff as part of their human resources induction/ on-boarding • ensure that information about internal and external reporting procedures and support services is accessible to all students and staff, including: people with disability, people from CALD backgrounds, and • develop relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary. <p>Universities should evaluate the activities undertaken to increase awareness of support services and reporting processes to ensure that these measures have been effective in increasing awareness among staff and students.</p>	<p>32. Develop a stand-alone policy and procedure for the reporting of and responding to, sexual assault and sexual harassment, irrespective of who is the alleged victim or perpetrator. The policy and procedure should encompass the following:</p> <ol style="list-style-type: none"> a. a clear definition of sexual assault/violence (see recommendation 12) and sexual harassment (see recommendation 13); b. clearly distinct mechanisms for emergency and non-emergency reporting; c. the investigation process (including where the matter is also being dealt with by police or through an external discrimination complaint process); d. the discipline process that applies where the alleged perpetrator is a member of the University community (whether staff or student); e. sources of support (both counselling and advocacy); f. a first responders' protocol covering steps to be taken in emergency and non-emergency situations. 	<p>Pro Vice-Chancellor (Culture and Wellbeing)</p>	<p>By the end of 2018</p>	<p>Recommendations adopted with the refinement that the policy and procedure will be incorporated into a broader behaviour framework. A review of the University Behaviour Policy, the University Behaviour Procedure and Ordinances 8 and 9 is currently under way.</p> <p>An update of Student Living guidelines and principles is under way.</p> <p>The University has partnered with Lifeline to provide the University of Tasmania Crisis Line. The service links students to qualified crisis support counsellors for immediate support, triage and appropriate referral. The service is available after-hours and on public holidays and weekends.</p>

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
<p>4. In order to ensure that actions taken by universities to prevent and respond to sexual assault and sexual harassment are appropriate, within a year of the release of this report, universities should commission an independent, expert-led review of existing university policies and response pathways in relation to sexual assault and sexual harassment. This review should assess the effectiveness of existing university policies and pathways and make specific recommendations to universities about best practice responses to sexual assault and sexual harassment.</p> <p>In the interim, and at an institutional level, universities should draw on sexual violence counselling expertise to develop and review processes for responding to sexual assault and sexual harassment of students to ensure that they:</p> <ul style="list-style-type: none"> • secure the immediate safety and wellbeing of the individual who has experienced the sexual assault or sexual harassment • are clear and accessible • provide individuals with control over what happens to their report • have the flexibility to suit individual circumstances • provide students with support to continue with their studies • provide specialist support, from someone who has specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors, and • accommodate the needs of students from a diverse range of backgrounds. 				<p>The University commissioned this report from Robin Banks, former Tasmanian Anti-Discrimination Commissioner, and Indira Rosenthal, a human rights and gender consultant, in August 2017 (An Initial Review of Sexual Assault and Sexual Harassment Prevention and Response at the University of Tasmania).</p> <p>The recommendations and responses are contained here.</p>
	<p>33. Identify and implement the best approach to managing and administering the policy and procedure, for example, identifying or creating a single unit within the University with responsibility and oversight by the Working Group (see recommendation 4).</p>	<p>Pro Vice-Chancellor (Culture and Wellbeing)</p>	<p>By the end of 2018</p>	<p>Recommendations adopted.</p>
	<p>34. Investigate whether the Report It workflow of MySafety can be better tailored to reporting sexual assault and sexual harassment and other similarly sensitive issues, or if that is not possible, investigate, adopt or develop an alternative reporting and case management mechanism.</p>	<p>Executive Director Student Experience</p>	<p>By the end of 2018</p>	<p>Recommendations adopted. Stakeholders are currently investigating the Symplicity product Advocate and undertaking demonstrations to assess utility.</p>

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
	35. Ensure all University materials, including Ordinance 8 (if retained), the University Behaviour Policy, the University Behaviour Procedure and MySafety clearly refer anyone wishing to complain of sexual assault or sexual harassment to any new stand-alone policy and procedure.	Pro Vice-Chancellor (Culture and Wellbeing)	By the end of 2018	Recommendations adopted. As above in Recommendation 32.
5. Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual assault and sexual harassment. Universities should ensure that these staff members and student representatives receive training in responding to disclosures of sexual assault and sexual harassment, delivered by an organisation with specialist expertise in this area.	36. Evaluate what training is in place for potential first responders and develop further training as required to provide clear and concise guidance on a first responders' protocol.	Executive Director Student Experience, Executive Director Human Resources, Executive Director Infrastructure Services & Development	By the end of 2018	Recommendations adopted. First responder training can be developed and delivered with support from the Sexual Assault Support Service and Human Resources. Different approaches will be required for distinct cohorts.
	37. Training in the first responders' protocol to be mandatory for: a. safety and security staff; b. counselling staff of the University; c. advocates and front-line staff of the TUU; d. anyone attending events, e.g., barrels, O-Week events, etc., as a University or TUU representative or responsible person	Executive Director Student Experience	By the end of 2018	Recommendations adopted. The University's relationship with the Sexual Assault Support Service has been strengthened, with promotion of its resources to our students and use of its expertise to expand training on dealing with disclosures and bystander intervention. This training is being made available to key staff and student leaders, including Student Living (residential), student support staff and leaders and TUU staff and student representatives. This will continue to be expanded to include Behavioural Contact Officers, security contractors and sporting club student leaders.
	38. Review the e-learning module responding to disclosures of sexual violence to evaluate its effectiveness, and consider, if necessary, alternatives, amendments or complementary modules.	Pro Vice-Chancellor (Culture and Wellbeing), Executive Director Student Experience, Executive Director Human Resources	By the end of 2018	Recommendations adopted. Current modules were 'off the shelf' products and are being reviewed. It is acknowledged that training products need to be appropriate to staff and student cohorts.
	39. Benchmark the level of counselling services available for students against Australian or international standards, ensure there are counsellors available on an emergency basis, and ensure widespread publicity of the availability of counselling services.	Executive Director Student Experience	By the end of 2018	Recommendations adopted. An internal assessment was undertaken at the commencement of 2018. Three new positions are currently being recruited. An external audit will be undertaken in the third quarter of 2018.
	40. Review the role and training of University Behaviour Contact Officers, their level of availability and their relationship with the specialist unit proposed.	Executive Director Human Resources, Manager Work Health and Safety	By the end of 2018	Recommendations adopted. The Behaviour Contact Officer (BCO) network has been extended with more BCOs recruited and covering all University campuses. Training of our BCO network occurred early in 2018 and covered their role and availability. The promotion of BCOs and their role among the University community is ongoing.
	41. Ensure there are clear, accessible and transparent processes for students and staff affected by incidents of sexual assault or sexual harassment to have those effects properly considered when determining performance (whether academic or work).	Executive Director Student Experience, Executive Director Human Resources	By the end of 2018	Recommendations adopted. The relevant policy and procedure in relation to misconduct will be reviewed to ensure processes are clear and accessible.

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
	42. Develop an approach to investigation of allegations of sexual assault and harassment and to discipline following a finding of sexual assault or harassment that treats findings against students and staff equitably, including in terms of process, rights, and severity of outcomes. In this regard, we note that the University's enterprise bargaining agreement may need to be taken into account	Pro Vice-Chancellor (Culture and Wellbeing), Executive Director Student Experience, Executive Director Human Resources, Student Complaints & Discipline Coordinator	By the end of 2018	Recommendations adopted. Investigative processes will be reviewed in line with the new Enterprise Agreement.
	43. Document and/or further develop protocols for internal investigation and disciplinary processes when parallel statutory processes (for example, police or statutory discrimination investigations) are underway. In doing so, consult with relevant external investigative bodies.	Pro Vice-Chancellor (Culture and Wellbeing), General Counsel	By the end of 2018	Recommendations adopted. This process has begun, with contact made with Tasmania Police regarding protocols to cover this situation and with input from the Director of Public Prosecutions.
Monitoring and evaluation	Audit, data and continuous improvement			
Recommendations 6 to 8	Recommendations 44 to 45			
<p>6. 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, including:</p> <ul style="list-style-type: none"> • details of the complaint/incident • steps taken to respond to the complaint/incident, i.e.: whether the individual reported to police, whether the perpetrator was moved to a different lecture/tutorial • support or assistance received, i.e.: whether the person received counselling from university services, whether they reported to police, whether they received support from an external sexual assault service • time taken to respond to the report and/or refer the person to support services, and • any feedback provided by the complainant/respondent in relation to the process. <p>Access to this information should be limited to staff members with responsibility for responding to disclosures and reports and those responsible for improving university responses to disclosures and reports.</p> <p>On a regular basis – at least every six months – Vice-Chancellors should be provided with de-identified reports of this data, including any trends or identifiable concerns which arise, along with recommendations for any necessary improvements to processes.</p>	44. Ensure all aspects of the processes for dealing with sexual assault and sexual harassment have internal data collection systems that enable easy generation of statistics for analysis of patterns, timeliness, participants, and key issues arising.	Pro Vice-Chancellor (Culture and Wellbeing), Chief Information Officer	By the end of 2018	Recommendations adopted. There are two aspects to this – the development of clear process and the identification of appropriate systems to support the desired process and practice. This will need input from the IT team and needs to be broader than sexual assault and harassment. Data collections processes and infrastructure are being reviewed.

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
	<p>45. Require the Working Group (see recommendation 4) to report on a regular basis (at least six-monthly) to the University Council, the Senior Executive and the Senior Management Team on:</p> <ul style="list-style-type: none"> a. progress on implementing the strategy; b. levels and nature of sexual assault and sexual harassment incidents reported; c. action taken on reports and outcomes; d. key developments in prevention, including messaging and training; e. emerging issues and proposed changes to the strategy. 	Vice-Chancellor, Pro Vice-Chancellor (Culture and Wellbeing)	Ongoing	<p>Recommendations adopted.</p> <p>Governance framework development is under way (see above, recommendations 3 and 4) and will include reporting requirements. This will entail the USCT reporting to the Independent Oversight Committee on Sexual Assault and Sexual Harassment.</p>
<p>7. Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:</p> <ul style="list-style-type: none"> • the capacity of university counselling services to respond to students' requests for counselling in an appropriately timely manner, and • how many university counselling staff have received training in working with sexual assault survivors. <p>As part of this audit, universities should collect data on:</p> <ul style="list-style-type: none"> • the average length of time students are required to wait to see a university counsellor, and • the number of urgent/crisis requests for counselling received. <p>This data should be assessed to determine whether additional counselling services are required to meet the urgent needs of students who have experienced sexual assault or harassment.</p> <p>If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable.</p>				<p>Recommendations adopted.</p> <p>An internal assessment was undertaken at the commencement of 2018. Three new positions are currently being recruited.</p> <p>An external audit will be undertaken in the third quarter of 2018.</p>
<p>8. 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 progress in reducing the prevalence of these incidents at a sector-wide level.</p>				<p>Recommendation supported.</p>

Change the Course – Recommendations	An Initial Review of SA and SH Prevention & Response at UTAS - Recommendations	Position responsible	Timescale	Progress
Residential colleges and university residences				
Recommendation 9	Recommendation 5			
<p>In addition to considering the implementation of the university recommendations made in this report, residential colleges and university residences should commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.</p> <p>This review should consider:</p> <ul style="list-style-type: none"> • appropriate responses by a college or university residence to reports of sexual assault and sexual harassment • a trauma-informed and rights-based approach in a situation in which an allegation of sexual assault has been made • the ways that hazing practices and college 'traditions' facilitate a culture which may increase the likelihood of sexual violence • the role of alcohol in facilitating a culture which may increase the likelihood of sexual violence • the level and nature of supervision in a twenty-four hour residential setting in which large numbers of young people are living away from home, and the level and adequacy of training required to equip residential advisors to serve as first responders or in response to matters of sexual assault and harassment. 	<p>Conduct a specific and comprehensive review into sexual assault and sexual harassment at University residential accommodation.</p>	<p>Executive Director Student Experience</p>	<p>By end of 2018</p>	<p>Recommendations adopted.</p>



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