**Implementation of recommendations from *Change the course: National report on sexual assault and sexual harassment at Australian universities***

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| **University name:**  |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| 1 | **CDU has created a Respect Now Always Committee that meets regularly chaired by the Pro Vice-Chancellor Student Engagement and Success. This committee reports directly to the Vice Chancellor. The committee is responsible for implementing actions against the Australian Human Rights Commission *Change the Course* report recommendations and the Universities Australia ten-point plan. The membership of the committee includes senior staff from across the university including, Student Administration and Equity Services, Health and Safety, Security, Indigenous Leadership, Complaints Management Unit, Strategic Services and Governance, People and Capability, Planning and Performance, Student Residency and a student representative.****CDU has discussed the operation of the Respect Now Always Committee and progress with Sally Sievers, the NT Anti-Discrimination Commissioner in December 2017, and expects to continue to update the Commissioner annually and on request.** | **CDU is liaising with the Sexual Assault Referral Centre (SARC) in Darwin to see if a professional from that service could be an external member of the CDU Respect Now Always Committee. As with other CDU committees the membership and terms of reference of the Respect Now Always Committee will be periodically reviewed.****CDU is considering how to better communicate progress and actions in the Respect Now Always campaign and this will be considered as part of the upcoming whole of university forum planned for the 4th October 2018.****During 2018 all student and staff orientation sessions will include information on the Respect Now Always campaign, CDU Policy and procedures and the CDU counselling and support services and how to access them. This will be standard practice from 2019 onwards.** |
| 2 | **The Epigeum Consent Matterscourse is available to all CDU students and staff.****CDU Support & Equity services developed and led a communication campaign during semester one 2018 to promote the Consent Matters course and is engaging in a broader campaign in semester two.** | **Inclusion of the Epigeum Consent Matters course to be included in all staff orientation. This is being phased in during 2018.****A review of the Consent Matters course uptake is underway now. As part of the review consideration will be given to whether CDU should mandate the Consent Matters course for new students, especially students who are residents in CDU accommodation.****The CDU Support & Equity services communication campaign will continue throughout all semesters. Engagement and communication with students will also be undertaken via Orientation week, liaising with the CDU student associations, clubs and societies and the Flycatcher student magazine.** |
| 3 | **Orientation sessions were held across CDU communicating key Respect Now Always messages including introduction to the CDU Sexual Harassment Prevention Policy and CDU Code of Conduct.** **A dedicated webpage was created for the Respect Now Always campaign to ensure staff and students has simple access to relevant programs and support services. This was widely promoted and linked to.****In 2017 the CDU Mobile app was updated to include links to the Respect Now Always website.****CDU created, trained and commenced the rollout of a network of Contact Officers across the majority of university campuses. The CDU Contact Officers received training on how to receive reports of sexual assault / violence sensitively and appropriately prior to launching the network. Information about the Contact Officer network has been promoted in many channels including being made the default login background for all CDU managed staff and student computers.****CDU Employee Assistance Program information and contacts have been made prominent on the university People and Capability website and the staff intranet to improve accessibility for all staff.****A Respect Now Always University Community Forum was led by the Vice Chancellor in September 2017. This was open to all students and staff of the university both physically present and online. Feedback from the forum was incorporated into planning.** | **The Respect Now Always Committee is considering how to measure awareness of policy, procedures, support materials and services so that we can put annual monitoring in place.****The Respect Now Always website was reviewed and updated to responsive design to make it mobile friendly and the content updated to make it easier to access based on feedback from staff and students. The site will continue to be reviewed and updated periodically as new information and feedback becomes available.****In 2018 CDU has launched a new Mobile app including the new responsive design Respect Now Always website. The SafeZone mobile application is also being investigated to see if this can simplify and improve access to services.****The Respect Now Always web site will be updated to include a dedicated section about the Contact Officers program and how to access their assistance.** **CDU is working to extend the Contact Officer network to the one remaining delivery location as soon as possible.****A review of the existing Employee Assistance Program for all staff to ensure appropriate support is underway. Any recommendations will be included in the tender for service providers due to be renewed in 2018.****A Respect Now Always University Community Forum will be held on October 4 in 2018. This forum will be led by the Vice Chancellor to engage students and staff in how we can continue to improve the safety of students and staff and inform staff and students of support services as well as how they can continue to participate in a range of ways such as providing feedback, nominating for membership of committees like Respect Now Always, joining the Contact Officer network and participating in advocacy programs. CDU’s vision is for the university community as a whole to be our partners in improving safety and wellbeing.****CDU works with external agencies and has good contacts developed. The university is always looking at how we can improve these relationships. An example of this is how the university has contacted the Sexual Assault Referral Centre (SARC) to see if they could participate as an external member of our Respect Now Always Committee.** |
| 4 | **CDU reviewed the Prevention of Sexual Harassment Policy in 2017.****A review of the availability of information provided to staff and students has informed the design and rollout of education campaigns and the development of the Respect Now Always website.** | **CDU is currently in the process of reviewing the whole of the university safety and risk management environment and further review of this policy and related processes will be incorporated via that process in 2018/2019.** |
| 5 | **The Respect Now Always Training Subcommittee conducted a review of university job roles to determine the staff most likely to receive disclosures of sexual violence. The Epigeum online training in Responding to Disclosures of Sexual Violence was rolled out to staff in each of the identified areas as part of the Contact Officer training.** | **Rollout of the Epigeum online training in Responding to Disclosures of Sexual Violence will continue with identified staff in roles likely to receive disclosures.** |
| 6 | **The Respect Now Always Committee has met to discuss how to best manage data and reporting.****Data about incidents is managed confidentially by specialist trained staff in the Complaints Management Unit and appropriate access controls are in place.** | **The need for streamlined collection, storage, management and appropriate access to data about incidents for use in continuous improvement has been referred to the Director Strategic Services and Governance to be incorporated into the review of the university safety and risk management environment that is currently underway. It is expected this work will be completed in 2018/2019. In the meantime the reports can be created manually and quarterly reports are currently being setup to go to the Council and Vice Chancellor. The first quarterly report will be tabled at the next CDU Council meeting scheduled for the 16th August 2018.** |
| 7 | **The CDU Equity and Support Service conducts regular annual reviews of the counselling service and conducted the last review in late 2017. That review identified the need for further specialist training and an additional counsellor position.****In addition, in 2017 clinical supervision of counselling staff was increased. Professional counselling staff now receive monthly clinical supervision from an external professional counselling service.** | **Recruitment of an additional Counsellor is currently underway.****Recruitment of an additional Student Advocacy Officer is underway.****Epigeum Responding to Disclosures of Sexual Violence training is being provided to all counselling staff.** **CDU has contacted external agencies in Darwin about the possibility of combining specialist training for all our staff across the local agencies to build connections and skills where appropriate.** |
| 8 | **Planning on how to best survey students and monitor data and improvement was referred to the Respect Now Always Committee.** | **Further deployment of the survey is being considered.** |
| 9 | **Student residencies policy and procedures were reviewed and updated.****CDU’s student resident community is typically older, with few fresh out of school. Its average age is 27 and more than 50% are graduates/postgraduates. Many are from cultures that minimise or do not promote alcohol.****All student residency on-campus social events are deliberately dry (alcohol-free). This program of events is semester-long and includes orientation week.****Policy and procedure has been detailed and publicised on the website, in social media and provided literature such as resident handbooks. Links have been provided to the CDU *Respect Now Always* website and resources. Promotion of the *Consent Matters* to residents has been undertaken.****Resident surveys were conducted to determine if students staying in residencies feel safe and secure, and to test their level of awareness of CDU policy and the *Respect Now Always* campaign.****Student residencies now have high levels of supervision 24/7 as a further preventative measure. An after-hours duty officer is provided, and key staff and CDU security are available on call. Enhanced emergency phones, increased lighting and CCTV have been rolled out.****The Orientation program for residents was each semester has been updated including a briefing by Support & Equity Services staff on the *Respect Now Always* campaign and materials.****The CDU orientation program per semester is free of any traditions and rituals. The program is created and controlled by staff, not students or alumni.****Contact officers with appropriate gender balance (female and male) have been appointed.****Staff have been trained as first responders.****A trained counsellor and social worker has been made available.****CDU Resident Leader training includes sessions on Respect Now Always, including first response and referral.****CDU has introduced recognition of community leaders/model residents through the student residency community scholarship program.** | **Extended training of resident leaders as first responders is currently underway and will mandate completion of the Consent Matters course.****All CDU student residency staff will be required to complete the Consent Matters course as part of ongoing training.****Investigations are underway into making the CDU student residency at Casuarina Campus, Darwin a gated community after dark including perimeter fencing, electronic gates, and increased surveillance to deter any external intruders.** |