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

|  |  |  |
| --- | --- | --- |
| **University name:** | | |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| 1 | VC’s Advisory Group established consisting of university senior executive, student representatives, academic staff members, students services and frontline services.  Action plan currently in place. | Publicly report on progress towards implementation of all recommendations.  Action plan and progress to be reported annually to Senior Executive Group.  Embedding of accountabilities around RNA responses at multiple layers of management and governance structures.  Senior Staff member with responsibility for actioning RNA recommendations. |
| 2 | Education about appropriate behaviours, consent and respectful relationships are included in the following ways:   * Auditing all relevant current practices and policies * Murdoch Health Service currently developing bystander education with the WA AIDS Council focusing on both staff and students. * Sessions across all orientation activities (undergraduate, postgraduate and international cohorts) * Murdoch University Health and Counselling Service conduct workshops across the university, in partnership with the Murdoch Student Village and Murdoch Student Guild to address health issues, with a focus on healthy relationships and consent. * Health and Counselling Service coordinating workshops as part of the Student Guild's Sexual Health And Guidance (SHAG) week * Staff induction includes information on appropriate behaviour as well as response and reporting procedures. | Conduct student feedback sessions to evaluate and better inform development of education programs and communication of support mechanisms relating to sexual harassment and sexual assault.  New, updated content to be delivered in second half of 2018 to students and staff and to be formally embedded in staff induction processes.  Senior Executive announcements to university community on progress made and initiatives underway.  Sexual Assault Resource Centre to conduct training for frontline staff, including commercial service providers. |
| 3 | Murdoch has implemented a range of initiatives to ensure students and staff know about support services and reporting processes for sexual assault and sexual harassment.  Dedicated RNA website established: <http://www.murdoch.edu.au/Counselling/Respect.Now.Always/>  Response and reporting procedures has been developed. It is available from:  <https://policy.murdoch.edu.au/docview/?docid=2057>  <https://policy.murdoch.edu.au/docview/?docid=2047&public=true>  Awareness raising is taking place via:   * Murdoch Safe App (5000 downloads since launch) * Student & Staff Landing Pages – website * Student Guild Communications * Murdoch Student Announcements   All information is provided to students upon orientation regardless of level of study. This information is also disseminated to specialist support areas working with students with disability, CaLD students, Indigenous students and LGBTIQ students. | Complainant-driven confidential reporting mechanisms currently being developed to be in place by the end of 2018.  New mechanism to be embedded in Murdoch SAFE mobile application.  Student communications plan to be developed focusing on effective messaging to diverse student cohorts.  Analysis of current reporting system since last audit in 2017 to identify key areas of concern to inform evolving action plan. |
| 4 | Internal university staff members, with expertise in sexual violence counselling have reviewed and refined current processes. | Commissioning of external review still requiring finalisation. |
| 5 | Assessment conducted identifying staff members and students likely to receive disclosures of sexual assault and sexual harassment.  These staff have been given information packs to be passed on to anyone disclosing incidents. De-identified data will be collected based on distribution of packs in the MUIRs system to track reporting across the institution. | Respect Now Always staff training workshop to be piloted and refined for ongoing rollout. |
| 6 | All complaints relating to sexual harassment and assault are collected through the University’s Incident Reporting System (MUIRS). This details the nature of the complaint/incident and follow-up actions taken. This information is restricted to the Health Service and Security teams. Reports also contain response type and response times.  This information is annually reported to the University’s Senior Executive Group. | Include complainant/respondent feedback entry in current/new reporting system.  Establish new complainant driven, anonymous online reporting mechanism to make reporting easier for victims of assault and or sexual harassment. |
| 7 | Audit of counselling service conducted. Review of counselling services and resources undertaken Q4 2017  Wellbeing task and finish group established 2018 to address issues.  Findings have since been implemented with key focus on RNA actions.  Health Service reporting tools already cover wait times and quantitative data on urgent/crisis requests received. | Complete implementation of action plan from the Health and Counselling Service review. |
| 8 | Murdoch University is committed to engaging with the National university student survey of sexual assault and harassment every three years. | Murdoch students to participate in survey. Student communication strategy to aim to boost student participation. |
| 9 | Murdoch is currently in discussions with its accommodation provider to review factors that contribute to sexual harassment and sexual assault. | University and accommodation provider to agree on commissioning of an independent review. |