**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 | * An advisory board (the Respect Now Always Taskforce) has been established and is chaired by the Vice President, Students, reporting into the Vice Chancellor. This group meets once a month and includes staff and student representatives. It is designed to share information between members as well as ensure we are working towards implementing the nine recommendations. * Members of Victoria Police have a standing invitation to attend this meeting when they can, with several members attending on the 7th May 2018. | * Respect Now Always Taskforce meetings to continue for the remainder of 2018 and 2019. |
| 2 | * Swinburne chairs the Victorian Vice Chancellors’ Committee Safe Campus Working Group whereby all Victorian universities are: actively sharing ideas and learnings from each other regarding best practices; identifying opportunities to coordinate planning and participation in joint safety initiatives to build a proactive and preventative approach within our university cultures and; strengthening relationships with police, community and government networks in relation to safety concerns and initiatives. * Swinburne Student Life (SSL) has introduced the Consent Matters online training to all SSL staff, student advocates, club committee members, club event planners, and clubs and sports team participants for university games, overnight recreation trips and leadership volunteers. These groups must complete the training and be compliant before participating in any activities. * Swinburne’s Hawthorn campus has a 24/7 security guard presence. There is a fully monitored security control room, which covers all Australian based campuses. * The Safe@Swin smartphone app has maps and safety information. The university website also has security and safety information. * Members of the Respect Now Always Taskforce met with representatives from the Department of Education to discuss the Respectful Relationships in Schools program to understand the current level of education being provided to our Domestic students prior to coming to Swinburne, which will help inform changes to the Consent Matters module going forward. * Members of the Respect Now Always Taskforce met with Victoria Police, Transit and Public Safety about students on public transport with the view to collaborate on the creation of a toolkit for universities, particularly international students. * New on campus residents must attend a compulsory orientation session on topics including respectful behaviours (including zero tolerance for sexual assault and sexual harassment), consent and bystander awareness. * The ‘Love Bites’ program was delivered to the Victorian Certificate of Applied Learning (VCAL) students at both our Croydon and Wantirna campuses. It is planned that this will once again be offered to the VCAL students in semester 2 2018. | * Modify the Consent Matters training module to make it more Swinburne centric and make available to all Swinburne students. * Review the effectiveness of the Consent Matters training module with the Swinburne Residences (approximately 600 students) – measure of success being that it creates a positive platform to have meaningful dialogue around the subject of respectful relationships, sexual assault and sexual harassment – this review will be conducted by Swinburne academic staff. * Develop and roll out domestic violence information to encourage reporting of incidents of abuse by students and staff, including those from diverse cultural backgrounds. * Investigate options for International Exchange and Study Abroad students to undertake mandatory Consent Matters training (noting this is already mandatory for inbound students staying in on campus residences). * Roll out the ‘Love Bites’ program to the Victorian Certificate of Applied Learning (VCAL) students at both our Croydon and Wantirna campuses in semester 2 2018. |
| 3 | * Swinburne has reviewed the relevant webpages to ensure all information regarding reporting incidents of sexual assault and sexual harassment are accurate: <http://www.swinburne.edu.au/about/strategy-initiatives/safety-equity/sexual-assault/> * Swinburne continues to maintain strong relationships with external bodies to provide specialist welfare and legal support including CASA, Victoria Police and the Employee Assistance Program providers (for staff). * Implementation of Universities Australia RNA campaign awareness materials. * During our International Student Welcome sessions, we outline personal safety, individual rights and Australian law. This includes detailing information about our support services including our International Student Advisory & Support; Safer Community and our counselling services, along with an explanation of the Respect Now Always initiative and its origins. * Information about support services is available throughout the year to students through ‘always on’ communication pieces including posters, pull up banners and digital signage on campus. At peak semester times (e.g. orientation), awareness communication activities are increased with printed collateral, digital signage, banners on campus, buttons, posters made available in student common areas and distributed at key events. Support services information is also included on related communications including direct emails/newsletters, news stories, and social posts. | * PWC has been engaged to review the effectiveness of Swinburne’s policies and procedures in relation to sexual assault and sexual harassment, including the effectiveness of our communications approach to students regarding reporting guidelines. |
| 4 | * Swinburne commissioned an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment. This review will 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. | * Upon completion of the independent, expert led review, Swinburne will implement these recommendations to ensure best practice for policies and response pathways in relation to sexual assault and sexual harassment. * Swinburne will publish the full (unedited) independent report on its public website. |
| 5 | * The Child Safety Working Group was established to implement the Working With Children Checks (WWCC) requirements. Swinburne was the first Victorian university that introduced mandatory WWCC, applicable to all staff, including existing, new, prospective, agency and volunteers. * All staff are required to complete a ‘Workplace Behaviour’ training module (both online and face to face) which provides a practical understanding of relevant laws, internal Swinburne policies and good management practice to ensure a safe and health workplace. * Swinburne Residential Advisors receive face-to-face training from ECASA as part of their training package. * Swinburne Health has specifically trained staff to respond to disclosures. * Safer Community staff have all been trained in responding to disclosures. * Safer Community has run ‘MATE’ Train the Trainer sessions commencing with staff across the university, raising awareness of how to be an active bystander. Trained staff will begin to deliver bystander awareness sessions over the next 12 months to both student and staff groups, commencing in August. * ‘Responding to Disclosures of Sexual Violence’ online training is available for all staff to access to ensure they are appropriately trained to assist students who disclose incidents of sexual assault or harassment.  This module is currently not mandatory. | * Promote the ‘Responding to Disclosures of Sexual Violence’ training module to ensure all staff are appropriately trained to assist students who disclose incidents of sexual assault or sexual harassment. This program will also be reviewed in 2018 with the intent of making it mandatory for all staff in 2019. |
| 6 | * Granular details of all reported incidents are confidentially maintained, including the nature of the incident, location of incident, persons involved, interventions that were put in place and outcomes. This data is reviewed regularly and reported regularly to the Vice Chancellor. * Data on the number of reported incidents of sexual assault and sexual harassment are published on the Swinburne website and will be updated every six months: <http://www.swinburne.edu.au/about/strategy-initiatives/safety-equity/sexual-assault/> |  |
| 7 | * Swinburne restructured and enhanced the on-campus health service at Hawthorn (Health and Wellbeing) which includes access to doctors, nurses, mental health nurses, clinical psychologists and psychiatrists with all responding staff trained by ECASA. The enhanced service has been able to accommodate a 30% increase in visits compared to the same time last year. * The formal Royal Australian College of General Practitioners (RACGP) Abuse and Violence Guidelines are being followed by Health and Wellbeing. * Swinburne’s health and wellbeing services includes an out-of-hours crisis line. The crisis line is managed by a trained counsellor to take calls from any Swinburne student or staff members undergoing a crisis outside of office hours. |  |
| 8 | * Swinburne will be a willing participant in subsequent national university student surveys. |  |
| 9 | * All students living at our on-campus residences have completed Consent Matters and Induction module (which includes drug and alcohol education, Code of Conduct, and information on the university support services), with the requirement to do so incorporated in individual licence agreements and further supports the extant Code of Conduct. * All first year residents have attended the compulsory safety session during Orientation Week. Topics covered in this session include the Code of Conduct, Consent, Bystander effect, responsible consumption of alcohol, awareness on inappropriate behaviours and the university support services. * Swinburne commissioned an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment within our on-campus residences. This review will 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. * The Student Residences team conducts consent, respectful relationship and bystander training for the Residential Advisors. This training is part of an intensive 8-day workshop. A representative from Centres Against Sexual Assault (CASA) provides this component of the training. | * Upon completion of the independent, expert led review, Swinburne will implement these recommendations to ensure best practice for policies and response pathways in relation to sexual assault and sexual harassment. * The Residences will pilot a peer engagement program in semester 2 2018. The aim of this program is to enhance our engagement with our resident population, increase reporting and referrals, raise awareness and role model respectful behaviours, promote the university’s and residential support services and enhance the residential living experience. Participants selected for this program will be required to attend compulsory training which includes expectations of this role, boundaries/confidentiality, reporting process, positive bystander training, awareness on respectful behaviours, sexual harassment and bullying behaviours, basic understanding of mental health and awareness of support services. Participants are expected to actively engage with residents and to advise the Residential Life Coordinators if they are concerned about any resident. This program adds another layer of network to enhance our connection with our residents. We aim to recruit up to 10 residents for this program.   Following a review of the pilot program, we intend to launch this program in 2019.   * Each resident will be given a small personal alarm to enhance personal safety. * Swinburne will publish the full (unedited) independent report on its public website. |