**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** |
| **Recommendation 1: Vice-Chancellors should have an advisory body within their institution which has responsibility for guiding the implementation of the recommendations in this report** | In June 2016 the Vice-Chancellor established the UNSW Equity, Diversity and Inclusion Board with representatives from the University’s senior leadership team, students, academic staff, residential colleges, and student services. The Board’s role is to support organisational change to enable the University to be a leading exemplar in diversity and inclusion. In February 2017 the Board established the Sexual Misconduct Implementation Working Group as a Board sub-committee, to monitor the implementation of the strategies and processes to prevent and respond to allegations of sexual misconduct which were developed as part of the internal audit.  Additionally, in July 2017 Professor Eileen Baldry was appointed to the role of Deputy Vice-Chancellor Inclusion and Diversity with a responsibility to ensure that UNSW has appropriate polices and strategies for the prevention of and response to sexual misconduct. Professor Baldry is a member of the UNSW Management Board and is Chair of the Equity, Diversity and Inclusion Board. |  |

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| **Recommendation 2: Universities should develop a plan for addressing the drivers of sexual assault and sexual harassment** | UNSW has implemented a number of projects to educate students and staff about behaviours that constitute sexual misconduct, consent and respectful relationships. The Gendered Violence Research Network has been engaged to develop and implement a suite of tailored face-to-face and eLearning modules for staff and students. Phase 1 was implemented during July-August 2017; Phase 2: August – December 2017; Phase 3: January – December 2018. Training programs either implemented or planned include:   * Mandatory on-line training for all commencing students on prevention of and responses to sexual misconduct implemented for S1 2017 with the content updated annually * Development and implementation of a training and accreditation program for First Responders * Development and delivery of face-to-face training for specific internal business units including:   + Student Health   + Security   + Counselling and Psychological Services   + Disability Services   + Faculties   + international student administration and support staff   + First Responders   + Student Integrity Unit   + Human Resource Managers   + Student Representative Council   + Post-Graduate Council   + Clubs and Societies * Training for deans, staff and student leaders in the UNSW Colleges on ‘Gendered Misconduct’ * Development of an eLearning package for current staff and new staff as part of the induction process * Development of an eLearning package for student clubs and societies * Development of Sexual Misconduct Information Cards as part of the O-week resources and material collateral   Specific training has also been implemented for international and under 18s students including age and culturally appropriate safety information including what to do and who to contact in an emergency, sexual health information, consent and sexual misconduct, reporting and support services. | **Sexual Misconduct Strategy**  The UNSW Sexual Misconduct Prevention and Response Strategy is in its final stage of review.  **Training**  UNSW’s Gendered Violence Research Network is developing two short (15 minute) online e-learning modules on sexual misconduct prevention.  Module one provides a high level overview and is for all staff including casual staff to complete. Module two provides more detail and scenarios and is intended for continuing and fixed term staff. The modules will complement the Responsible Employee online e-learn which new starters are required to complete.  The sexual misconduct prevention modules should be finalised by 4Q this year.  On-line training in development independent providers of student accommodation (non-college) and for students in share-living arrangements |
| **Recommendation 3: Universities should have effective communications strategies for informing students and staff about support services and reporting processes** | UNSW has a page “Sexual Harassment, Assault and Misconduct” on the student website which provides information on both internal and external support services available to both staff and students. This page hosts the reporting Portal which allows individuals to report incidences of sexual misconduct. In addition cards have been produced and provided to all students as part of O-week. These cards provide information on support services as well as how to access the reporting Portal. Information is provided to all students as part of their mandatory on-line training, and to staff as part of the induction process. Information is also provided through regular Newsletters and a communications plan will be implemented as part of the establishment of the Division of Inclusion and Diversity (established in August 2017). Key sections of the page have been translated into Simplified Chinese and Bahasa Indonesian. | A student facing event to launch the Sexual Misconduct Prevention and Response Policy is planned for the 2nd half of 2018 to promote awareness amongst the student body of the policy, but also the reporting portal and other measure more broadly.  The Division of Inclusion and Diversity will be working with an expert agency over the 2nd half of 2018 to refine and deliver its communications strategy, a large part of which will be ensuring that information regarding support and reporting processes for sexual misconduct is being received effectively by staff and student groups.  Further multi-lingual support resources are in development to be distributed to international students. |
| **Recommendation 4: Universities should commission an independent, expert-led review of existing university policies and response pathways** | In June 2017 an independent expert was engaged to review all existing policies and procedures in relation to sexual assault and sexual harassment, and to develop a stand-alone Sexual Misconduct Policy. There has been significant consultation on the Policy including with students, academic and professional staff, accommodation providers, unions, counselling and medical staff, and professionals engaged in this area. The UNSW Sexual Misconduct Prevention and Response Policy was effective as of the 21st June 2018.  The review of existing procedures has provided a roadmap to improve response pathways to ensure the safety and wellbeing of the individual who has experienced the sexual misconduct, and access to specialist support. | UNSW will be developing a Social Media Policy which will work hand in hand with the Sexual Misconduct Prevention and Response Policy.  UNSW will also be reviewing its student and staff codes of conduct to reflect the Sexual Misconduct Prevention and Response Policy. |
| **Recommendation 5: Universities should identify staff members and student representatives most likely to receive disclosures and provide training** | UNSW has developed a First Responders network of staff members and student representatives who are most likely to receive disclosures of sexual misconduct. This is a voluntary position and volunteers undergo face-to-face training delivered by the Gendered Violence Research Network which specialises in this area. There is also an internal accreditation process to ensure the First Responders have the necessary skills and information to respond to disclosures appropriately. The First Responders Network is a gender and culturally diverse group spread across faculties and all campuses.  UNSW identifies and provides training to key business units and representatives of the University who are more likely to receive disclosures, such as staff working in student facing roles and in support of Work Integrated Learning placements to ensure they are fully resourced and equipped to receive a disclosure of sexual misconduct. | UNSW is developing a Sexual Misconduct Response Framework which will enable any staff or student who receives a disclosure to quickly and effectively guide the person experiencing sexual misconduct towards access to support and reporting options. |

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| **Recommendation 6: Universities should ensure that information about individual disclosures is collected and stored confidentially and used for continuous improvement** | On 24 July 2017 the Reporting Portal was launched by the Vice-Chancellor and the student leadership team. The Portal is a stand-alone reporting portal and data collection point for reports of sexual misconduct. It allows reports to be made anonymously, or with full details provided depending on the wishes of the person experiencing sexual misconduct. The First Responders are trained in how to support someone to make a report through the Portal, and reports can also be made by Security, Health Service, Counselling and Psychological Services and any other member of the UNSW Community.  The data is kept confidentially and records the details of the complaint, support or assistance provided, and feedback received. The University’s Management Board is provided with de-identified reports monthly. |  |

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| **Recommendation 7: Universities should conduct an audit of university counselling services** | UNSW has engaged an independent review and audit of the model and service delivery aspects for mental health and counselling on campus. The review has delivered a final report with recommendations that will inform the future structure and the required resources to respond to sexual assault on campus. Sexual assault/first responder training updates have been provided to all members of the UNSW health service and counselling teams. |  |
| **Recommendation 8: Universities should engage an independent body to conduct the National university student survey of sexual assault and sexual harassment** |  | During 2018 the Division of Inclusion and Diversity will be conducting a survey of both students and staff. |

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| **Recommendation 9: 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** | UNSW has engaged an expert in this field to review sizable aspects of college process and operations commencing April 2018. UNSW is represented on the University Colleges Australia - Changing the Course: Response and Resources Advisory Committee that will be determining the extent to which services or combination of services and consultants are to be engaged for this process.  The independent expert advisory and consultancy group, the Gendered Violence Research Network (GVRN) has been engaged by UNSW to research and understand the UNSW college structure and following that has provided expert and evidence-based training and advice to the UNSW Colleges team since late 2016.  UNSW is consulting with all the providers of student accommodation to UNSW students to ensure a coordinated approach to the development and implementation of policies, procedures and training.  New College has completed an independent review as per the recommendation, and Shalom College is about to undertake an independent review of their policies and procedures. |  |