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

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| **University of Canberra** | | |
| **Rec. #** | **Action already taken** | **Planned/future action** |
| 1 | **Working group – completed**  A dedicated Respect.Now.Always (RNA) Committee was established in 2017, reporting directly to the Vice‑Chancellor and into the *People Diversity and Safety Committee*.  The RNA committee is chaired by the Director Student Life and co-chaired by the Deputy Director Student Connect. Its membership includes staff and students representing the interests, safety and security of students, staff, residents, tenants, partners and visitors. | The RNA Committee will continue to focus on factors that build a campus culture of respect and healthy relationships and provide advice to the Vice-Chancellor regarding the implementation of the Australian Human Rights Commission (AHRC) *Change the course* recommendations. The RNA committee will also continue to assess and report on progress. |
| **Action Plan – completed / ongoing**  The Committee has developed a comprehensive action plan to address the recommendations of the AHRC report, as well as the Universities Australia 10 Point Action Plan and the Council of Australian Postgraduate Associations (CAPA) report recommendations. The action plan has been developed in consultation with key internal stakeholders and relevant experts. | The University engaged Elizabeth Broderick AO, former Sex Discrimination Commissioner, to conduct a review of the University’s culture, policies and systems as they relate to sexual misconduct. The review and its recommendations are anticipated to be released in August 2018. Moving forward, the work of the Vice-Chancellor through the RNA Committee, will work to implement the recommendations outlined in this review. |
| **Reporting – completed / ongoing**  The University has provided regular updates to Universities Australia and the AHRC, as requested, on progress against the recommendations. In addition, there is regular internal reporting through the management, executive and governance bodies of the University. | The University, through the RNA Committee, is currently updating its RNA web portal. It will be updated to include information on the University’s action plan and status of delivery against specific projects. |
| 2 | **Plan to address the drivers of sexual assault – completed / ongoing**  In responding to this specific recommendation, the University has focused on preventive action and addressing the core behaviours that can lead to sexual harassment and assault. This is in acknowledgement that sexual assault is part of a continuum of behaviours that demonstrate a lack of respect or understanding for others. The focus is on teaching healthy relationships and behaviours engendering a safe and respectful campus environment.  The University has enhanced its incident reporting system to record the specific incidents of sexual harassment and sexual assault. This is able to be recorded with as much or little personally identifying detail, in order to encourage reporting and monitor for any systemic issues or locations whereby this type of incident may occur.  Psychologists from the University Medical and Counselling Centre have developed a series of specialised training workshop modules, *Healthy Relationships*. These workshops have been offered to all students at no cost and are running throughout the year. The delivery team have also offered to host cohort specific workshops (i.e. workshops by gender, for international students, for residential students) as well as one-on-one sessions for students who wish to participate outside of a group setting.  The University has established an ALLY Network and associated steering committee, with representation from staff and students across the University. Terms of Reference are being developed.  The University has commenced delivery of the online training module, Consent Matters. The module is available to all students (as well as staff) to complete via the online learning site and can also be accessed via the Safe and Respectful Community landing page. The module seeks to educate students about how to make informed decisions, understand sexual consent and how to engage in healthy, respectful relationships. Specific cohorts of students are required to complete the module (e.g. University Games competitors, study abroad students) prior to taking part in University activities.  The University has engaged the Canberra Rape Crisis Centre to provide training for staff and students on how to respond to disclosures of sexual violence in order to better enable staff to handle matters related to sexual assault and harassment.  The University is White Ribbon accredited, and regularly supports events such as Harmony Day and White Ribbon Day as a way of encouraging and promoting inclusiveness, diversity and respect among staff and students. In addition, the University has been an Employer of Choice for Gender Equality for 11 consecutive years and has equal representation of women and men across all levels of leadership within the University. The University believes that this equality and diversity positively impacts our leadership, decision-making and culture.  In April 2018, the University has partnered with Legal Aid to provide student access to Legal Aid solicitors on campus as a free service.  The University has upgraded and improved its security settings, increased lighting, security presence and CCTV across campus to ensure monitoring is more visible. Security staff patrols are visible, and the security office is now located on the ground level of the Library. The Library was a location identified in the AHRC report where the University needed to improve monitoring.  Finally, the University convenes a working group of key staff that are responsible for overseeing different elements of the student experience. The Student Matters group, established in 2017, meets fortnightly to discuss a range of topics related to student issues, including the RNA campaign and student well-being and safety. | The University will continue to deliver relevant education programs to staff and students. To complement these education programs, the University will also continue to promote messages which address the drivers of sexual assault and sexual harassment. |
| 3 | **Information provision and dissemination about internal and external support services and University reporting process and policies – completed / ongoing**  The University has reviewed the constitution of the University of Canberra Union which was approved by its Board and the University Council in late 2017. The changes that impacted on the response to *Change the course* include a reconstituted student representative committee with enhanced representation, clear roles and responsibilities, funding and connection to the University. Clubs and societies now form part of the University’s responsibilities as does the funding of activities.    The Safe and Respectful Community web page (publicly available to all students, staff and visitors through the University’s website, available via UC / Current Students / Student Support) shares information on: the AHRC survey results, the Consent Matters modules, reporting protocols, support available, the RNA campaign and community safety. This website content is continually updated as recommendations are addressed and actions are implemented.  In addition to the online portal, the University regularly communicates to students via a range of other mechanisms, including the student bulletin, the student magazine, student forums, social media, posters, via the SRC and via email. | The results of the Broderick review will help to identify areas where amendments may need to be made to existing systems, policies and processes and will influence the University’s course of action in relation to this as well as other AHRC recommendations. In addition, a review of the forthcoming Universities Australia Principles for Postgraduate Student-Staff Relationships will be undertaken, with a view to incorporate these principles into University policy. |
| **Information provision as part of staff and student induction / on-boarding -**  **completed / ongoing**  The University has existing staff and student induction procedures which ensure that all members of the University community are aware of access to specific support services and the University’s internal and external reporting procedures. | The University will continue to review the appropriateness and relevance of induction materials and will update as appropriate. |
| **Information provision to different students, such as students with a disability, people from CALD backgrounds etc – on-going**  The University has established processes to ensure that all students and staff receive the same level of support and access to information and services.  Teams across the University, including Inclusion and Engagement, International Student Support Services, Student Welfare and Medical and Counselling, among others, work with various cohorts of students to ensure access to support and information is equitable and meets the specific requirements and needs of our students. | The induction program for international students has been tailored to incorporate the involvement of ACT Policing, as well as specific cultural training. This ensures that international students, who may not be as familiar with relevant laws, legislation and cultural settings, understand their rights and responsibilities in the Australian context. This new induction program will be delivered from Semester Two 2018. |
| **Establish relationships with key external staff – completed / ongoing**  The Medical and Counselling Centre staff, Human Resource area, Security team and Director Student Life have established relevant external relationships and contacts to assist and aid in circumstances which require referral. This includes the Canberra Rape Crisis Centre, the Domestic Violence Crisis Centre, Trauma Counselling and ACT Policing. | The University is committed to maintaining and developing relationships with key external stakeholders. The results of the Broderick review will help to identify areas for improvement to existing networks. |
| **Evaluation of activities undertaken to increase awareness of support services and reporting processes – completed / ongoing**  The University continually seeks to improve the provision of information to its staff and students in relation to support services and reporting processes. The University is currently undertaking a project to review all its communication channels to both staff and students with a view to further streamline and improve its delivery of key University level communications and engagement.  In July 2018, the University held a mock critical incident management exercise which tested the procedures, responsibilities, communications, response teams, and security protocols. The University is updating its procedures as a result of this exercise. | The University is committed to continually reviewing activities undertaken to increase awareness of support services and reporting processes. |
| 4 | **External review of university policies and response pathways in relation to sexual assault and harassment – ongoing**  The University engaged Elizabeth Broderick to conduct a review of existing policies and procedures around reporting and disclosure of sexual assault and harassment. Outcomes will be acted upon under the direction of the Vice-Chancellor, University Council and the RNA Committee. It is also expected that the final report and recommendations will assist the Committee to determine priorities and required short term actions. The report and its recommendations are anticipated to be released imminently. | Once received, the University plans to implement the recommendations of the review conducted by Elizabeth Broderick. |
| 5 | **Staff assessment and training – ongoing**  The University has implemented a number of initiatives to improve the training received by frontline staff, including identification of those staff who are most likely to receive disclosures of sexual assault and harassment.  To complement the roll-out of the Consent Matters training module, the University has also implemented the Responding to Disclosures of Sexual Assault training program, which is available for all staff to complete. Communication about this training program has been through the staff bulletin, and a workshop has been arranged for key frontline staff and managers to complete a walkthrough of the program and be prepared for any staff questions that arise. The University has also facilitated a number of training sessions for staff and students, run by the Canberra Rape Crisis Centre, on responding to disclosures of sexual violence.  At a broader level, there are accredited staff within the Medical and Counselling Centre who deliver Mental Health First Aid training courses to staff and students at the University. This is available to all staff and students, and while not specific to disclosures of sexual assault and harassment, it does provide a basis for staff to be able to engage with general disclosures of trauma and equips them to be able to triage to the most effective services. This training is offered throughout the year to all staff, as well as on request for specific staff groups. | The University will continue to offer appropriate and tailored education programs to staff and students. It is intended that these education programs will seek to meet the ongoing needs of staff and students, and to complement and build on the existing education offerings. |
| 6 | **Records Management – ongoing**  The Director Student Life holds confidential records of student disclosures. The Director Student Life acts upon disclosures, dealing with students and external agencies (e.g. police) and the perpetrator (e.g. removal from classes and/or the University).  The Director of the Medical and Counselling Centre also holds records of disclosures and works with students to deal with issues arising from incidents as well as health and wellbeing support.  Any reports made to the office of the Vice-Chancellor and/or the Chief Executive People and Diversity for any person are appropriately filed and held confidentially. | The University is working to further improve its reporting mechanisms and to ensure that there is better alignment between the records kept by the Director Student Life and the Medical and Counselling Centre. |
| **Briefing of senior staff members including the VC – completed / ongoing**  The Vice-Chancellor is provided point in time information for all reported student incidents to ensure that he is across any issues that have arisen and in order to be able to respond effectively. The Vice-Chancellor is also provided regular de-identified reports with data related to trends and identifiable concerns. People, Diversity and Safety reports are also tabled with the University Council. | The University will continue to provide timely reporting to the Vice-Chancellor on all matters involving sexual misconduct at the University. |
| 7 | **Audit of health and counselling services – completed / ongoing**  The University’s Medical and Counselling Centre offers students a unique service delivery model, providing integrated assessment and medical assistance between the nursing and clinical staff and the counselling team. This ensures that students are triaged in the most effective and efficient manner, and that those students who have urgent cases (such as disclosure of sexual assault) are dealt with immediately upon presenting. In addition to these services, medical and counselling staff refer appropriate cases to the Canberra Rape Crisis Centre and the Domestic Violence Crisis Centre.  The Medical and Counselling Centre regularly reviews its service delivery times to ensure that all students, regardless of the severity of their issues, are dealt with in a timely and appropriate manner.  In addition to its delivery of key counselling services, Medical and Counselling Centre staff are also proactive in their engagement with staff and students, providing targeted workshops and session for students focused on broad issues such as respectful relationships, mental health and trauma. | The Medical and Counselling Centre is committed to providing appropriate support immediately upon presentation for all urgent cases.  In addition, the Medical and Counselling Centre will continue to monitor their service delivery response times and will respond appropriately to changes in demand. |
| 8 | **Commitment to three-yearly national survey – completed / ongoing**  The University of Canberra remains committed to participating in ongoing national surveys on sexual assault and harassment at Australian universities, as well any other additional reviews as they arise. |  |
| 9 | **Consideration of recommendations in relation to university residences – completed / ongoing**  The University engaged Elizabeth Broderick to conduct a review of its existing policies and culture as they relate to sexual misconduct. This review included an examination of issues within University residences (including sexual misconduct, hazing, culture and responses to reports of misconduct). The release of this review is imminent. The University plans to implement the recommendations of this review.  In addition, the Director Student Life meets with student residence representatives on a fortnightly basis to discuss any current issues or instances which require monitoring. Instances of sexual assault, and other misconduct, are reported immediately to the Director Student Life to be dealt with as needed.  The University’s Student Welfare team works with student residence staff to assist in maintaining student wellbeing and engagement with University activities and academic study.  The Medical and Counselling Centre provides training and advice to residential staff and students. The Medical and Counselling team is involved in the training of new residential advisors on an annual basis and regularly run training sessions for students in the residences, including after hours. | The University plans to implement the recommendations of the review conducted by Elizabeth Broderick, which included an examination of sexual misconduct, hazing, culture and responses within University residences. |