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

|  |  |  |
| --- | --- | --- |
| **University name: University of South Australia** | | |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| **Recommendation 1:**  Vice-Chancellors should take direct responsibility for the implementation of these recommendations, including Decision-making and monitoring and evaluation of actions taken.  To assist and advise them in this respect, Vice-Chancellors should have an advisory body within their institution which has responsibility for guiding the implementation of the recommendations made in this report. | Following actions have been take in response to **Recommendation 1:**   * A Senior Leadership Group (Project Steering Group, PSG) has been established to oversee the implementation of recommendations. This Group is chaired by the Pro Vice Chancellor: Student Engagement and Equity, and has student representation. The PSG reports to the Senior Management Group (SMG) which is chaired by the Vice Chancellor. * A Project Team has been recruited to progress the actions under each of the recommendations. The Project Team is reponsible for leading the doing and providing regular updates to the Steering Group. The project team has adopted a consultative approach through implementaion, and works closely with students, staff and subject matter experts to ensure all requirements are captured. | * PSG will continue to monitor and report on the implementation of the recommendations from the Changing the Course report on an annual basis to SMG and the VC. |
| **Recommendation 2:**  Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that:   * provides students and staff with education about: behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, ‘violence supportive attitudes’ and bystander intervention, and * identifies existing resources and communications campaigns that reinforce key messages of education programs for dissemination to staff and students. | Following actions have been take in response to **Recommendation 2:**   * Developed a tiered approach to train students and staff, with the following resources comprising each of the tiers:   + At the base level (**Tier1**), an online training module, ‘Consent Matters’ has been rolled out for all students. The training is optional, with the exception of a selected number of students for whom it’s mandatory as part of their role as a student leader and/or their participation in clubs or UniSA Sport activities and events. * **Tier 2** focuses on ‘responding to disclosures of sexual assault and harassment’ and recognises that any UniSA student or staff member may receive a disclosure of sexual assault or harassment. An online guide detailing ‘five simple steps to follow’ has been made accessible through the University’s website. This resource is designed to provide initial support in directing our students/staff to the range of support options available, including referral to a first responder.   + The training approach under **Tier 3** relates to those staff members who have a level of responsibility, through their roles at UniSA, to provide advice and/or support to students or staff who have experienced sexual assault or sexual harassment. Under the framework, these have been identified as *first responders* (Tier 3) who will complete ‘Recognise and Respond’ or an equivalent level of training as part of their substantive role with the University.   + **Tier 4** focuses on specialised support in relation to sexual assault and sexual harassment, and trauma counselling for sexual assault survivors. Skill requirements under this tier will be addressed through workforce and recruitment planning. * In order to enable an effective implementation of the policy framework, an in-house training program has been developed for staff and students has been who are more likely to receive disclosures and reports of sexual harassment and sexual assaults. In order to resource this in house development and facilitation of training, a new position for a Counsellor and Training Coordinator (Sexual Assault and Sexual Harassment) has been created and recruited. The staff member recruited for this role is an expert in trauma counselling and supporting survivors of sexual assault or sexual harassment, and also provides specialist support to students who have experienced such an incident. | * As part of implementing the tiered approach, following actions have been scheduled for the future: * Information session for first responders * Training session for staff, identified as first responders * ‘Recognise and Respond’ training scheduled for a group of 20 students in leadership positions. * The approach to implementing ‘Consent Matters’ will be evaluated later in the year and results of the survey will inform our approach for 2019. * In parallel, a communication campaign is being rolled out during semester 2 (through roadshows and presentations) and is intended to raise awareness of UniSA’s values, standards and commitment to creating a safe, respectful and inclusive culture and environment for students and staff. |
| **Recommendation 3:**  In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should:   * widely disseminate information about university reporting avenues to staff and students * widely disseminate information about internal and external services to staff and students, including: university counselling and medical services, campus security, local sexual assault services, police, medical centres, hospitals, counselling services and anti-discrimination agencies * ensure that information about internal and external reporting procedures and support services is displayed clearly, in a logical place(s) on the university website * ensure that information about internal and external reporting procedures and support services is provided to students as part of their orientation into university and to new staff as part of their human resources induction/on-boarding * ensure that information about internal and external reporting procedures and support services is accessible to all students and staff, including: people with disability, people from CALD backgrounds, and * develop relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary. | Following actions have been take in response to **Recommendation 3:**   * A well-defined sexual assault and sexual harassment policy and procedures for students and staff has been developed. The new policy includes the following components:   + A ‘triage model’ to support students/staff who wish to disclose or report an incident of sexual assault or sexual harassment   + A framework underpinned by the services and support structures available for students and staff * A dedicated webpage\* (<https://i.unisa.edu.au/students/student-support-services/wellbeing-at-unisa/sexual-assault-and-harassment/>) has been developed to assist students and staff to access the appropriate resources, support and detailed steps to be taken when a disclosure or report of sexual assault/harassment is made. The key features of the website include:   + Sexual Assault and Sexual Harassment Policy/Procedures   + Options available to students and staff wishing to disclose or report an incident of sexual assault or harassment including to the University or external organisations, as appropriate. This also includes the provision for submitting an online complaint   + Support services available for students and staff who have experienced an incident of sexual assault or harassment both at UniSA and externally   + A guide for the broader university community to assist them with supporting other students/staff across the university   + A summary of emergency contacts for urgent assistance   + Other relevant resources such as Safe Zone and an easily accessible list of the ‘first responders’ at UniSA.   **\* PLEASE NOTE: the website will go live on 1 August 2018.** | * Sexual Assault and Sexual Harassment Policy and Procedures will be considered for approval by University Council in August 2018. * Implement an ongoing communications campaign that will be aimed to:   + disseminate key messages and information to students and staff at the appropriate times in the semester   + support ongoing education and awareness raising around sexual assault and sexual harassment   + support the creation of safer communities on campus, and a safe, respectful and inclusive culture in which all students and staff are valued. |
| **Recommendation 4:**  In order to ensure that actions taken by universities to prevent and respond to sexual assault and sexual harassment are appropriate, within a year of the release of this report, universities should commission an independent, expert-led review of existing university policies and response pathways in relation to sexual assault and sexual harassment. This review should 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. | Following actions have been take in response to **Recommendation 4:**   * In the context of the Universities Australia Respect. Now. Always. Campaign and the recommendations of the End Rape on Campus submission to the Australian Human Rights Commission, the *Vice Chancellor (VC) initiated a* *Review* to ensure that UniSA has in place the appropriate policies, structure and support, underpinned by a positive culture and staff capabilities, to provide a safe, positive and nurturing environment for students. Following a period of extensive consultation and analysis, a range of findings and recommendations were presented and approved by the Senior Management Group (SMG) on 26 July 2017. * Following the Review report, a business case detailing the approach for implementing the recommendations from the VC’s Review, AHRC and UA Reports, was approved by the SMG on 13 October 2017. The deliverables within the scope of the project include:   + A trauma-informed sexual assault and sexual harassment policy/procedures for staff and students.   + A tiered model to student/staff training programs that clearly identifies the level of training that staff and students need to complete, based on their roles within the University.   + A clearly mapped outline of support programs and services available to students and staff that is integrated as part of University policy and procedures.   + A standalone webpage to support the University’s initiatives, policies and procedures around sexual assault and sexual harassment. This website will be included as part of a range of communication materials and will be embedded within the Orientation/Induction material for all students and staff.   + A business case detailing the options for setting up a central reporting system for the monitoring, reporting and prevention of sexual assault/sexual harassment incidents.   + Procedures and mechanisms to ensure that students engaging with third party providers are aware of University policy and procedures, including the services available to them. | * The PSG will continue to monitor and evaluate the actions taken and, where appropriate, make refinements based on stakeholder feedback. |
| **Recommendation 5:**  Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual assault and sexual harassment. | Following actions have been take in response to **Recommendation 5:**   * This assessment was undertaken as part of the [VC’s review](#Review) which has been mentioned in response to Recommendation 5. The information collected through the review has been used as a feed into the development of service model for the new policy framework. * Staff who are most likely to receive disclosures of sexual assault and sexual harassment have been identified as first responders. Correspondingly, all first responders have been aligned with ‘Tier 3’ level of training, which enables them to provide advice and/or support to students or staff who have experienced sexual assault or sexual harassment. | * The PSG will monitor the training framework implemented and ensure that the tiered approach adopted is reaching all staff and student representatives likely to receive disclosures of sexual assault and sexual harassment. |
| **Recommendation 6:**  Universities should ensure that information about individual disclosures and reports of sexual assault and sexual harassment is collected and stored confidentially and used for continuous improvement of processes, including:   * details of the complaint/incident * steps taken to respond to the complaint/incident, i.e.: whether the individual reported to police, whether the perpetrator was moved to a different lecture/tutorial * support or assistance received, i.e.: whether the person received counselling from university services, whether they reported to police, whether they received support from an external sexual assault service * time taken to respond to the report and/or refer the person to support services, and * any feedback provided by the complainant/respondent in relation to the process | Following actions have been take in response to **Recommendation 6:**   * Students and Staff have the option to disclose/report incident using the online form available through the Sexual Assault and Harassment Website. * The data collected through this form is stored confidentially and actions recoded where appropriate. | * The PSG will monitor the effectiveness of the new online reporting system and utilise the data collected to make improvements where appropriate. |
| **Recommendation 7:**  Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:   * the capacity of university counselling services to respond to students’ requests for counselling in an appropriately timely manner, and * how many university counselling staff have received training in working with sexual assault survivors. | Following actions have been take in response to **Recommendation 7:**   * The audit of university counselling services was scoped within as part of [VC’s review](#Review) which has been detailed in response to Recommendation 5. The following areas were identified as requiring further improvement:   + Protocols for contacting a counselling staff member during an emergency needs to be clarified and communicated more clearly.   + The need for experienced and trauma trained counsellors was emphasised across the review. * In response to these findings following steps have been taken:   + The contact information for counsellors, including the emergency contacts, has been summarised clearly on the new sexual assault and harassment website.   + All counsellors have received training in working with sexual assault survivors   + A new position for Counsellor and Training Coordinator (Sexual Assault and Harassment) has been created and recruited. The focus of this position is to offer trauma counselling and supporting survivors of sexual assault or sexual harassment and to support implementation of the training framework for all staff in the first responder role. | * Counselling service provision and training will continue to be audited on an annual basis. |
| **Recommendation 8:**  Universities should engage an independent body to conduct the National university student survey of sexual assault and sexual harassment at three-yearly intervals to track progress in reducing the prevalence of these incidents at a sector-wide level. | No actions to record. | * An approach to evaluation will be developed to measure the efficacy of the new policy framework. One of the key KPI for the evaluation will focus on tracking progress in reducing the prevalence of these sexual assault/sexual harassment incidents. |
| **Recommendation 9:**  In addition to considering the implementation of the university recommendations made in this report, 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.  This review should consider:   * appropriate responses by a college or university residence to reports of sexual assault and sexual harassment * a trauma-informed and rights-based approach in a situation in which an allegation of sexual assault has been   made   * the ways that hazing practices and college ‘traditions’ facilitate a culture which may increase the likelihood of   sexual violence   * the role of alcohol in facilitating a culture which may increase the likelihood of sexual violence * the level and nature of supervision in a twenty-four-hour residential setting in which large numbers of young * people are living away from home, and * the level and adequacy of training required to equip residential advisors to serve as first responders or in * response to matters of sexual assault and harassment. | Following actions have been take in response to **Recommendation 9:**   * UniSA does not have a University owned residential community; however, a number of our students reside at the private colleges and other purpose-built residential properties. The University has followed its due diligence in ensuring that any reported cases of sexual assault or harassment are managed appropriately. This is done as part of regular visits/meetings between senior staff of UniSA and the Heads of the Residential Colleges. We also ensure regular contact with UniSA students residing in the colleges. * The University also ensures that students at the residential colleges are aware of the resources available to them through the University, including the contact details for University staff and other relevant resources/emergency contacts. |  |