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

| **University name: University of the Sunshine Coast** |
| --- |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| 1 | USC’s advisory body is the Safer Communities Working Party, which reports to the Pro Vice-Chancellor Students (direct report of the VCP). The PVC(S) provides progress updates to the VCP directly and to the VCP via University Executive. New governing policies approved by University Council – Sexual Harassment Prevention (Students) and Anti-Discrimination and Freedom from Bullying and Harassment (Students). Student General Misconduct Procedures to manage reports and breaches approved by VCP. | Post implementation review (1 year) of Student Conduct Policy and Misconduct Procedures to ensure alignment with emerging and best practice.Review of risk and incident management processes and systems, including related policy and procedures.Review of risk management framework associated with student misconduct. |
| 2 | USC developed a comprehensive plan which was endorsed by University Executive and approved by the VCP in August 2017. The USC RNA Plan has four components: (1) policy and governance, (2) best practice education and training, (3) ongoing communication, (4) USC RNA activities. The plan is available at <https://www.usc.edu.au/explore/usc-locations/security-and-safety/respect-now-always/respect-now-always-response-plan> and is being comprehensively implemented. | Embedding of “the plan” into the Safer Communities Action PlanExplore the viability of an RNA internship – a project role for student placements.Compulsory consent and bystander training for students attending placement or seeking a leadership opportunity at USC |
| 3 | Communication about new policies & procedures with key student groups (Student Representative Council & Student Guild) and campaigns involving students as Consent is Sexy ambassadors.Production of information resources for students such as posters, flyers and support numbers on business cards. All materials emphasise that sexual harassment and sexual assault is Never OKPosters and Postcards displayed, cafés, Brasserie, Library, toilet door poster boards - Sexual assault specific with Student Wellbeing and geographically relevant Sexual Assault Support Services as well as the National State Wide Sexual Assault HelplineA revamped online student hub has a “button” which asks, “want to report sexual assault/harassment?” which links to Safer Communities Unit staff.  | Opening of Safer Community Unit as a dedicated 24-hour service for reporting concerning behaviours.Launch of the SafeZone Ap: protecting student and staff safety is in development to roll out early 2019 making all USC campuses safer places with a free app that transforms smartphones and watches into personal alert devices, enabling security officers to respond to an incident immediately. App will have report function installed.Multi campus communication strategy relating to support/report services and options leading up to 1 August USC on campus activities promoting October as Sexual Violence Awareness Month Campaigns: collaborative project with local specialist sexual assault service and student representatives across all campuses. |
| 4 | An independent assessment of USC policy and responses was conducted by Code Black commended USC for its approach, policy framework and practices.USC has appointed a Risk Manager in 2017 which includes risk associated with student conduct and misconduct. | A formal expert-led review will be conducted within the next 12 months. |
| 5 | Responding to disclosures training and resources developed and delivered to key staff including:* Executive staff, Student Central, Academic staff, Heads of Schools, Work Integrated Learning staff, HR and Student Guild/SRC staff and committee members, Counselling and Accessibility Advisors.

Responding to disclosures training provided to student groups including:* Consent is Sexy Ambassadors, Student Wellbeing Peer Leaders, Student Representative Council, With Respect Student Group, Active Minds, White Ribbon and Student Guild.

New staff onboarding processes inclusive of response protocols and guidelines for reporting sexual harassment and assault.  | Annual audit and compulsory training for all student groups leaders as part of their Student Guild affiliation processAnnual training for key front-line staff including academic and professional staff, Student Guild staff. Engage in research to develop opportunities for ongoing staff developmentIn-house expert-led First Responder Training provided to front line staff. |
| 6 | Confidential information regarding reports of sexual assault are maintained by USC Wellbeing Services. A system has been set up to ensure that confidential information relating to complaints is only accessible to relevant staff involved in supporting or investigating matters. Collation of data to provide report for first 6 months of 2017 |  |
| 7 | Completed. Resulted in the establishment of the Safer Communities Unit with Trauma Informed Specialist Counsellor as first point of call for students. Soft launch for students and staff during semester 1, 2018. Formal communications for staff and students commence week 1, semester 2, 2018.  | Evaluate current practices, programs and interventions for their value and impact using the AMOSHEE frameworkAnnual review to ensure Best Practice is achieved- informal review via Heads of Counselling meetings and Queensland Safer Communities Network being led by USC.Benchmark against similar universities.  |
| 8 | Response from UA |  |
| 9 | USC does not provide, manage or have operational oversight of any student residential accommodation.USC had developed MoU’s with privately managed accommodation providers adjacent to the campus regarding reporting and providing protective and supportive actions to students involved in sexual harassment and sexual assault matters.USC has established a local level safer community network with the student accommodation providers and local police, to improve support, training, referral and reporting options for students and accommodation staff.  | Review of MOU with privately managed accommodation providers showed improvements in the provider’s residents’ education campaigns, which included an induction module with information about behavioural expectations and sexual consent. Ongoing monitoring and review at least annually.Extend the Local Level Safer Communities Network to include a multi campus approach  |