Australian Human Rights Commission

Audit of university responses to the *Change the course* report: December 2017

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
Adelaide University	All recommendations accepted	http://www.adelaide.edu.au/safer-campus-community/sites/default/files/2017-08/summary-tables.pdf	- Appointed Equal Opportunity Commission (SA) to report on 'An Audit of Structures and Systems that Prevent and Respond to Incidents of Sexual Harassment and Assault'. - Made available a free online course to all students about sex and relationships that focuses on boundaries, respect and positive intervention; *Consent Matters*: boundaries, respect, and positive intervention https://www.adelaide.edu.au/safer-campus-community/sexual-respect - this is also included in recommended materials for staff induction. - Developed Student Behaviour and Conduct procedures to guide the response to student reports of inappropriate, concerning or threatening behaviour including sexual violence. - Established the Respect. Now. Always. Taskforce, with staff and student membership (including AUU and SRC) to review recommendations made by AHRC, UA, CAPA and EOC (SA). Membership, agendas and minutes are available online: https://www.adelaide.edu.au/safer-campus-community/respect-now-always-taskforce. - Made an online reporting form available on the Safer Campus Community website and provided a dedicated phone number for those seeking support to complete the form: https://www.adelaide.edu.au/safer-campus-community/report-an-incident. - Appointed additional counselling specialists to focus on first response counselling, dedicated sexual assault support and provision of training. - Provided a dedicated phone number for reporting incidents from 1 August 2017 and advertised this on the Safer Campus Community website, communications and posters. - Provided a dedicated website (Safer Campus Community) with information on Sexual Respect, Unacceptable Behaviour, Bystander Responsibilities and Personal Safety. - Provided 'Understanding and Responding to Disclosures of Sexual Violence' training to staff from HR, Counselling, Security and Accommodation. - Providing ongoing 'Understanding and Responding to Disclosures of Sexual Violence' tailored training sessions to student leaders/clubs and relevant university staff.	- Engage the SA Equal Opportunity Commission to audit the University's safety processes. - Introduce consent training as part of the induction program for new staff and make available for all new students, targeted training and awareness programs about respectful communications and consent. - Collaborate with the Adelaide University Union (AUU) and Student Representative Council (SRC) on a range of initiatives for a safer campus. - Develop a new framework designed to encourage students to make reports, and to better communicate support available. - Provide additional counselling resources, especially for first response counselling and dedicated sexual assault support. - Provide a dedicated phone line to assist students to report incidents. - Develop new website content focusing on consent, sexual violence, bystander responsibilities, harassment and bullying. - Fund 'Recognise and Respond' training for key staff. - Include questions on the incidence of sexual harassment and sexual assault and/or related student perceptions in an annual University survey. - Update the Safer Campus Community website to provide clearer information; including the addition of an 'end-to-end' flowchart documenting the disclosure/reporting process. - Include information on Safer Campus Community and the University's expectations of an inclusive, respectful and fair environment for all community members as part of orientation and enrolment activities. - Make 'Understanding and Responding to Disclosures of Sexual Violence' training available to a wider set of staff and students such as SRC, AUU, AU Sports, Heads of School, frontline staff etc. - Engage regularly with colleges and accommodation providers to discuss policies, reporting and trends.

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			• Regular reporting on the Respect. Now. Always project at Council, Vice Chancellors, Executive and other senior committee meetings. • Added 'All Gender Accessible Toilet' to the 2018 Campus Map legend. • Drafted a Staff/Student Relationships procedure and defining sexual harassment more clearly in the staff Behaviour and Conduct policy suite. • Promoted and grown the ALLY network, including having a University staff member 'LGBTI Awareness Training' trainer. • Incorporated more prominent links to the Safer Campus Community website on menus, the home page and staff and student pages.	
Australian Catholic University	Some of the recommendations already align with Australian Catholic University's existing activities, and they are looking at implementing other recommendations.	http://www.acu.edu.au/__data/assets/pdf_file/0003/1320096/Australian_Catholic_University_Summary_Tables_V2.pdf	• A review and upgrade of policies, procedures and guidelines. • Awareness and prevention programs to communicate with students and staff throughout the year. • Establishment of a Respect Now Always advisory committee for consultation and advice: representatives include students, staff and a member of NSW Police. • Introduction of training for ACU counsellors, with development of broader staff training underway. • Provision of increased resources, information and support services: including adoption of the SafeZone app, enhanced CCTV services and promotion of drop-in counselling services. • Update to online learning system to enable transgender students to have a name preference. • Collaboration with Student Association on initiatives for a safer campus. • Development of a new page on ACU website providing information on ACU's commitment to a safe campus and publication of content focussing on student safety and contacts for support on the Student Portal. • Resources will continue to be reviewed and developed as an ongoing commitment.	• Review and implement appropriate education program for ACU students around safety and respectful relationships. • Continue to promote respectful relationships and behaviours, through various communications on Student Portal, campus events and social media. • Maintain effective risk management for student social events and the safe service of alcohol. • Implement UA's principles to guide interaction between supervisors and postgraduate students. • Review and implement appropriate education program for ACU staff around responding and supporting students affected by sexual assault and sexual harassment. • Encourage staff at ACU Student Residences to complete first responder training developed by UA, when it becomes available, and continue promoting the resources related to RNA. • Ensure all counsellors have access to trauma specialist for referral, as appropriate. • Continue to monitor students' needs for counselling and disability services through data collection and program evaluation. • Continue working with members of the Respect Now Always Advisory Committee for consultation and advice.
Australian National University	All recommendations accepted	http://imagedepot.anu.edu.au/scapa/Website/Australian_National_University_Summary_Tables.pdf	• On the release of the Australian Human Rights Commission report, the Vice Chancellor issued an apology to all survivors of sexual assault and harassment at ANU and committed to ANU taking an approach to sexual assault and harassment that would be evidence-based, best practice and lead the world. • Ms Donelle Wheeler, former diplomat and President of the Australian National Committee for UN Women has been appointed as independent chair of the	• A full audit of counselling services as per recommendation 7 of the Human Rights Commission Report will commence early in the new year. • As per recommendation 9 of the Human Rights Commission report, a review of student residences will commence in quarter 1, 2018. Terms of reference are currently being finalised and affiliated residences have agreed to participate.

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			campus-wide steering group for addressing sexism, sexual harassment and sexual assault on campus. The steering group includes students, professional and academic staff, senior leadership, residential college representatives and experts. • The independent research consulting firm Rapid Context has completed a review of all policies and procedures relating to sexual assault and sexual harassment. The review has consulted staff and students and has now been published on the ANU website – http://www.anu.edu.au/news/all-news/the-australian-national-universitys-response-to-the-rapid-context-report. • The Canberra Rape Crisis Centre has had a full-time presence on campus since 7 August 2017. • The ANU webpage has been updated to increase awareness of health, safety and wellbeing and support services available and facilitate access about information to these services through the website. • Resources on the ANU website have been enhanced and the website redesigned to make key information more prominent and rapidly accessible.	• ANU piloted a new evidence-based and age appropriate consent training module with all incoming residential students in semester 1 2017. It will be compulsory for all new and returning residential students in 2018. • The ANU strategic Plan launched in 2017 articulates ANU values. All students and staff joining the University from 2018 will be advised of those values and the expected behaviour that is aligned with those values.
Bond University	All recommendations accepted	https://bond.edu.au/files/2547/Change%20the%20Course%20Survey%20Results.pdf	• The Vice-Chancellor provided a personal briefing to the Bond University Student Association (BUSA) on the survey results and the actions and initiatives the University had already taken, and planned to undertake in the future. • The Vice-Chancellor also met with the student leadership of Bond's clubs and societies and key international student agents. • Bond University issued a detailed press release, and made available its full report, to media on the day the report was published. The Vice-Chancellor provided interviews, commentary and quotes to local media outlets and others who requested comment. • Detailed communications about the results and initiatives in place were issued to all students and all staff on the day the AHRC report was published. • The University partnered with The Bond University Student Association (BUSA) to develop a joint response in the form of Safety.Respect.Care.Consent.– a comprehensive strategy built around the six themes of Awareness Raising, Education, A Safe Campus, Student Support, Reporting Procedures, and Disciplinary Powers. The framework continues to feature prominently in Orientation activities and is distributed throughout the student administration and support offices. • The Safety.Respect.Care.Consent. Student Support Strategy is on the Bond website at: https://bond.edu.au/current-students/services-support/student-support/safety-respect	Safety. Respect. Care. Consent https://bond.edu.au/current-students/services-support/student-support/safety-respect Bond University and The Bond University Student Association (BUSA) are jointly committed to a healthy culture of respect and responsibility that provides for a safe and supportive campus, and a signal for change in our wider communities. We will pursue these objectives with actions: **Awareness Raising** • Ensure that our values of respect and responsibility are embedded within all aspects of our University life, including our academic and extracurricular pursuits, and our events, activities and messages, both within the University and externally. • Undertake an ongoing campaign to raise awareness of the unacceptable and avoidable harm that is caused by sexual harassment and sexual assault in our community. • Provide practical and readily available information and advice to students on how to act, respond and seek assistance when confronted by sexual harassment, assault, discrimination or threatening behaviour. **Education** • Embed relevant content into our academic curriculum to ensure that our students are well informed as to the issues our community faces and the importance of personal responsibility for action and change.

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			• Bond's commitment to Safety.Respect.Care.Consent, the associated policy changes and the services made available to students, is referenced in all major University collateral including the course guides, orientation materials.
			
			• Ongoing messaging aligned with Bond's Safety.Respect.Care.Consent strategy continues through social media, digital screens and in sessions held during each Orientation Week.
			
			• We have reviewed and updated all related policies, processes, and information available to students.
			
			• We have increased the resources directed to student support services.
			
			• We have improved the visibility of support services for our LGBTIQ students with the expert assistance of the Queensland Aids Council.
			
			• We have embedded educational content regarding sexual harassment and assault into our academic curriculum, including dedicated lecture content for all undergraduate students at the start of each semester.
			
			• We deliver Respect and Consent sessions to all residential students.
			
			• We have partnered with the Queensland Police Service to provide additional support, including a commitment to sending a female officer to campus to take confidential statements from any individuals who have experienced a sexual assault.
			
			• We maintain a 24/7 security presence on campus with CCTV surveillance, and provide a safe escort service for students and staff who are working or studying at night.
			
			• We have engaged external experts to introduce a series of formal training programs. Specifically:
			
			   o We have introduced specialised training for front-line staff and residential managers, delivered by external experts.
			
			   o We deliver code of conduct training for our academic staff, including awareness of their responsibilities in relation to bullying and harassment.
			• Bond University Counselling Service has revised reporting procedures to 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.
			
			• Bond University Counselling Service has conducted a recent review, which included a focus on the needs of our LGBTIQ community, with assistance from the Queensland Aids Council.
				• Promote respect and consent within our residences.
				
				• Ensure that staff are informed as to the advisory and support systems available and aware of their responsibilities.
				
				A Safe Campus
				• Take a proactive and preventative approach to personal safety including on campus.
				
				• Maintain a strong and responsive 24/7 security presence on campus.
				
				• Maintain and manage our physical assets and building access systems to provide a safe campus for students, staff and visitors.
				
				Student Support
				• Coordinate and align the advisory and support services available to students, including counselling, medical clinic and security services, while remaining respectful of students' rights to privacy and confidentiality.
				
				• Implement strategies to assist and promote the wellbeing of our LGBTIQ community.
				
				• Work with the Queensland Police Services and other external agencies to ensure that individuals who are reporting incidents are treated with sensitivity and professionalism.
				
				Reporting Procedures
				• Develop streamlined and simplified reporting procedures.
				
				• Monitor the information collected and respond to identified problems with action.
				
				Disciplinary Powers
				• Ensure that the University's disciplinary regulations and procedures are fit for purpose, so that we have the mechanisms in place to investigate matters quickly and effectively.

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			• All of the actions undertaken include the University residences, which are owned and managed by the University.	
University of Canberra	The university is working to align and respond to all recommendations and actions published by the AHRC, Universities Australia and the Council of Australian Postgraduate Associations.	http://www.canberra.edu.au/current-students/canberra-students/student-support/safe-and-respectful-community/docs/University-of-Canberra-data.pdf	• Collaboration with the Canberra Rape Crisis Centre to train over 100 staff in a range of areas, from ethical bystander training to self-care techniques. This program is ongoing. • As a White Ribbon accredited workplace since 2013, the University of Canberra has delivered four training sessions to staff on all forms of violence including family and sexual violence in the past year. • Engaged Elizabeth Broderick AO to undertake a review of the current culture within the University and of its student body, with respect to sexual harassment and sexual assault. • In the last two years, the University has upgraded security on its Bruce campus through a range of measures including a more comprehensive CCTV network, with a 24/7 control room to complement a team of security officers who patrol campus around the clock, and a significant improvement in lighting • The University's student representative body is part of the leading awareness #NeverOK campaign, which complements the University's broader initiatives. This has included posters displayed in prominent places on campus. • Formation of UC's *Respect.Now.Always* committee to implement and oversee projects that will enhance a safe and respectful community. • Updated website for all UC campuses and teaching locations to ensure students are aware of processes and assistance. • Domestic Violence training for staff. • Two weeks paid leave for staff experiencing domestic violence and/or abuse.	• A 'healthy relationships' program of workshops for students living in student accommodation. • Online module course, *Consent Matters,* which aims to educate students on the culture of respectful relationships and a thorough understanding of sexual consent (non-compulsory). • Resources to promote the prevention of discrimination and harassment on campus and raise awareness that UC has zero tolerance to such behaviour. • Provision of security escorts upon request for staff and students walking to their cars and bus stops at night. • Apply for accreditation and membership into the Ally Network. • Preparation of workshops for international students aimed at ensuring they are aware of respectable and acceptable behaviour • Creation of a UC-specific video, to be filmed on campus, including UC staff and students to convey the message to staff and students that sexual harassment and sexual assault will not be tolerated and how staff and students are encouraged to speak up. The video will focus on three key areas: what is consent; bystander invention and victim support. • UC continues to update its policies and procedures to reflect sector best practice.
Charles Darwin University	All recommendations accepted.	http://www.cdu.edu.au/sites/default/files/cdu-report.pdf	• Charles Darwin University launched the *Respect.Now.Always* campaign in 2016 and it will continue for the foreseeable future. This builds on the University's existing long-standing commitment to raise awareness, prevent and address sexual harassment and sexual assault, lift the visibility of current support services and develop further services as required. • A *Respect.Now.Always* committee has been established at CDU to meet regularly and coordinate and review activity against the 10 point plan and ensure the application and adoption of best practice University policy guidelines for reporting and dealing with misconduct. This is led by a member of the University Executive, to ensure that it has the highest level of commitment and ready access to all aspects of the University decision-making processes. • First responder training is being made available more broadly across our university to equip more staff and students with the skills to respond	• Taking steps to act on the recommendations of *Change the* Course and implement the Universities Australia 10-point plan to ensure we are better equipped to prevent, or where necessary, deal swiftly and appropriately with any instances of sexual harassment or assault.

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			appropriately when a survivor comes forward for help.	
			• The Epigeum online course for students, *Consent Matters*, has been launched and widely promoted to develop awareness and prevention of sexual assault and sexual harassment.	
			• Additional specialist training for university counsellors is being introduced to enhance and extend their skills in providing support to people affected by sexual assault and sexual harassment. CDU is planning to recruit an additional counsellor in early 2018 to ensure more support is available should it be needed.	
			• The regular after-hours telephone counselling service has been extended to include a text service, reflecting changes in the ways that students prefer to communicate.	
			• CDU is developing principles on interactions between supervisors and postgraduate research students and working to raise the profile of support services amongst postgraduate students and supervisors.	
			• CDU residential halls and colleges have been provided with access to first responder training and *Respect.Now.Always* awareness and survivor and victim support materials. Programs and policy are being reviewed and improved.	
			• Planning to increase the Student Advocacy Service in early 2018 is underway.	
			• The ability to monitor incidents and responses over time has been increased to allow appropriate evidence-based improvements in services and support.	
			• Our student accommodation management have updated their Resident Leader program, orientation program and recruitment guidelines in line with the Respect Now Always campaign.	
			• Our campus security office has increased monitoring of on campus lighting and security phones and has advertised more widely our on-campus escort service. A safety beacon project has also been commenced.	
Charles Sturt University	All recommendations accepted CSU is also addressing recommendations arising from Universities Australia and the UNSW '*On Safe Ground*' report.	http://www.csu.edu.au/__data/assets/pdf_file/0008/2826944/Charles-Sturt-University-Summary-Tables.pdf	**Communication and responding** • Reframed the Respect Now website. • Disseminated the responding protocol to all CSU staff that was based upon recommendations, advice from specialists and designed to minimise further trauma to students disclosing. • Established central hotline. • Increased access to free Counselling services.	**Vice Chancellor's Advisory Group** • Establishing the Terms of Reference for a Vice Chancellor's *Respect Now Always* Advisory Group for implementation in 2018. **Professional development** • Mandating engagement in Responding to Disclosures of Sexual Violence for staff in 2018. • Additional training in trauma-informed practice for all counsellors to be completed early in 2018.

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			Professional development • Participated in the consortium to design *Responding to Disclosures of Sexual Violence (RDSV)*. • Implemented RDSV before data was released with all staff encouraged to complete. • Trained over 100 front line staff and all HR staff in RDSV. • Established through RDSV training *Sexual Assault Resource Groups (SARG)* to provide advice to staff working with students. • *Consent Matters* purchased and being implemented prior to end of 2017. • Reframed and strengthened Orientation with respect to *Respect Now Always* in 2017 and for 2018. **Respectful interactions** • Built upon the strong foundation associated with our ethos clearly described by the Wiradjuri phrase '*yindyamarra winhanganha*' ('the wisdom of respectfully knowing how to live well in a world worth living in'*)* to reinforce a culture of respectful interaction. **CSUSafe** • Reinforced access to the existing CSU Safe program a mass messaging communication and Campus Security access platform based on the Telstra Whispir system *http://www.csu.edu.au/division/facilitiesm/emergency-management/csu-safe*. **Policies and procedures** • Commissioned a review of CSU's policies and procedures by Dr Amber McKinley, an applied victimologist with experience of organisational change related to sexual violence and harassment from working with Australian Defence and police. • Commissioned an external review of CSU's approach to misconduct and Student Incident Management. • Commissioned an external review of CSU's Student Charter and Misconduct rules. **Steering Group** • Established a *Respect Now Always* Steering Group chaired by the DVC (Students) to iteratively review and reframe our approach.	• Mandating engagement in *Consent Matters* for all residential students, student leaders and representatives, club officials and those participating in events such as University games. • Residence students engaging in additional *Healthy Relationships* training to complement *Consent Matters*. **Community specialist service liaison** • Strengthen existing collaboration with women's health centres, community health, specialised sexual assault services and regional commands to enhance practice and access to services for students across all campuses. **Policies and procedures** • Implement new policies and procedures arising from the review conducted. • Establishing the new Student Incident Management System. • Implementing the new Charter and misconduct rule. **Evaluation** • Design, implement and analyse an evaluation of strategies implemented to address Respect Now Always to inform future practice.

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			• Working in collaboration with Student Senate and Student Representative Committees to enhance scope and practice of *Respect Now Always* strategies.	
CQ University	Unclear	https://www.cqu.edu.au/__data/assets/pdf_file/0018/206028/CQUniversity-Respect-Now-Always-Report.pdf	**Leadership, policy and process** • Develop a Student Critical Incident Policy and Process for dealing with the disclosure of sexual violence. • Review existing student governance, service and support related policies to ensure they allow for the adequate provision of support to students who have been impacted by sexual assault and/or harassment. **Communication, awareness, education and prevention** • Develop a StaffNet information hub providing all staff with information including policy and processes, zero tolerance resources, FAQs, support and service guidelines and a Universities Australia campaign background. • Student portal information hub providing all students with information including policy and processes, zero tolerance resources, FAQs, support and service guidelines and a Universities Australia campaign background. • Increased visibility of internal and external service and support information across campuses and digital platforms. Messages include Respect Now Always messages and information resources including the Universities Australia support hotline, community crises support services and CQUniversity counselling and support services. • Ongoing delivery of Zero Tolerance Training for staff. • Delivery of First Response Training for students in distress to all student-facing staff. • Student support and service information sessions at new student orientation events. • Staff and student code of conduct that outlines expectations related to behaviour and conduct on campus and on all university online communication platforms. **Service and support** • Increased promotion of student support and counselling services in all outgoing student communication materials. • Development of a dedicated mental health and student support hub on Student Portal. • Employee Assistance Program for staff to access confidential support and service related to a number of wellness issues. **Safety and security**	**Leadership, policy and process** • Development of Staff Guidelines for responding to disclosures of sexual violence. • Organise consultation with Queensland Police to inform policy and practice for managing disclosures of sexual violence. • Establish a student-led advisory group to provide consultation and advice on all student policies related to student support, health, safety and wellbeing. **Communication, awareness, education and prevention** • Develop a university-wide information and awareness campaign for staff and students. With messages to be distributed via printed materials across all campuses and on digital platforms. This will be a long-term education and awareness campaign to promote zero tolerance, consent, respect, bystander response, reporting, policy and support services for CQUniversity students. • Development of staff video resources for training and reference purposes. Videos to focus on key topics such as respectful relationships, referring students to seek support and first response. • Development of student video resources for training and reference purposes. Videos to focus on key topics such as respectful relationships, reporting incidences, bystander response, peer support, policy and accessing university and community support. • Refresh staff Zero Tolerance Training package to incorporate additional awareness and education messages about sexual assault and harassment, with a focus on appropriate behaviour concerning students. • Development and delivery of a People Behaving Badly Training package to provide staff with education on appropriate personal behaviours in the workplace and managing inappropriate behaviour from others. • Delivery of First Response Training for students in distress to all staff. • Delivery of First Response Training for students in distress to all student peer advisors (mentors and ambassadors) and members of the Student Representative Council. • Development and delivery of student critical incident response training for all staff and student leadership groups, to provide participants with skills and knowledge to assist students in crises.

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			• In 2016, a comprehensive university-wide emergency alert notification was implemented with the objective of providing staff and students with a personal safety app and a means to receive emergency and disaster notifications via email, text message, phone app, and social media. The ENAS is run off the back of two systems – SafeZone (a personal safety app) that allows people to request emergency help and check-in with security while on campus, and Whispr (an integrated messaging alert system) that allows trained university staff to send live messages about unfolding emergency or disaster situations.	• Development and delivery of mental health first aid training for staff, to provide participants with the skills and knowledge to assist others exhibiting distress and struggling with mental health. • Development and delivery of specialist training in understanding consent for staff and members of student leadership groups. • Dedicated module added to the new staff induction package on zero tolerance, behaviour expectations, policy, respect, consent, bystander response and student support referral. • Dedicated module added to the existing staff induction refresher package on zero tolerance, behaviour expectations, policy, respect, consent, bystander response and student support referral. • Specialist student support sessions on respect, consent, bystander response, peer support and policy to be added to the new student orientation schedule. • Student residences orientation and training sessions on consent, respect, bystander response and peer support. • Mental Health first aid training delivery for students living at student residences. • Communicate and promote activities and work being delivered by the University to help educate and inform our staff and students, as well as the broader community, about consent and respect. Promote this work via staff and student communication channels, the media and social media, showcasing CQUniversity's leadership and action. **Service and support** • Improved communication of mental health and wellness messages to all students via traditional channels and organised events. • Provide all student leadership groups with regular messages and information about upcoming training sessions and events related to mental health and peer support activities. • Facilitate the establishment of student-led mental health champions/mentor groups to provide other students with initial support, mental health first aid and referral services. • Strengthen relationships with community service providers and increase the representation of these groups on campus. • Strengthen relationships with community legal service providers and increase the representation of these groups on campus. **Safety and security**

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				• Recruit and appoint a dedicated Student Occupational Health and Safety Officer. • Offer students opportunities to participate in free self-defence classes on campus. • Offer students the opportunity to undertake discounted first aid courses at all campuses. • Host focus groups with students to further understand their requirements in relation to how the university should respond to the Australian Human Rights Commission's report and how CQUniversity can improve safety and security, and support and services. • Commission an independent review of safety and security on campus, most likely with the Queensland Police. • Delivery of a pilot study into the sexual behaviours and experiences of university students. This survey will be ground-breaking as it will examine sexual violence and harassment, in particular the use of technology. With the ever increasing use of social media this research is extremely important. This pilot study will help to build a foundation for a broader study involving other Australian universities and so too universities overseas. • It is hoped that the results of this survey will help to inform policy going forward and in particular will assist in the development of education and training programs that change behaviours, reinforce positive attitudes and build a culture of respect. • Complete a full evaluation of this action plan and all associated actions and outcomes by the end of the first quarter of 2019. This evaluation is to inform the development of a second phase action plan for the period of 2019-2022.
Curtin University	All recommendations accepted	https://news.curtin.edu.au/wp-content/uploads/sites/13/2017/08/Curtin-University-Summary-Tables-V2-1.pdf	• Curtin has previously implemented the SafeZone Security App https://properties.curtin.edu.au/safetyatcurtin/safezoneapp.cfm. • Curtin has developed a specific page with coordinated resources at http://campaign.curtin.edu.au/respect-now-always/. • Essential training has been completed with key front line staff. All counsellors and GPs have been provided with refresher training opportunities. • Curtin has held briefing sessions across the university including Town Hall meetings to highlight findings and discuss further onward actions. Upon request, Curtin provides support from Safer Communities Team for staff and students when walking to their vehicles and bus stops. • Clear information communicating Curtin's values, expectations and sources of support are included in 'Open Day' sessions. Participating student volunteers are included in briefings.	• Curtin has formed a Respect Now Always Steering Committee which includes students and representatives from key areas to oversee a range of actions at Curtin, spanning policy, data recording, education, and actions following a disclosure. • Drawing on existing and emergent resources, Curtin will develop and implement training programs for new and existing staff, and for new and existing students. • Curtin will review recently developed resources and evaluate their efficacy, to ensure that communication is readily accessible, clear, and helpful. • Curtin will examine methods of recording information about disclosures to ensure that data is appropriately collated across the institution.

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				• Curtin will evaluate and report regularly on progress against the recommendations and associated initiatives.

Deakin University	All recommendations accepted	http://www.deakin.edu.au/__data/assets/pdf_file/0018/1110753/AHRC-Deakin-University-Institutional-Report.pdf	**Governance and Reporting**
			• Vice-Chancellor's Advisory Group established and has met twice in second half of 2017.
			
			• De-identified data reported to Vice-Chancellors Advisory Group.
			
			Policy
			• Sexual Assault Prevention and Response Policy and Procedure developed with input from external agencies with expertise in sexual violence. Policy formally adopted in July 2017.
			
			• External independent reviewer engaged. Review scheduled to commence December 2017.
			
			• Internal review of related policies has commenced.
			
			Data Collection and Storage
			• All sexual assault reports are referred to the central Safer Community Service. This service utilises a secure database.
			
			• Project commenced to review business processes and data collection and management across University organisational areas to ensure compliance and implement improvements as necessary.
			
			Training and Education
			• 350 staff determined to be more likely to receive disclosures of sexual harassment and assault have been identified and provided with specific advice and resources on how to receive and respond to a disclosure. Formal training of these staff has commenced (90 trained to date) and will be expanded over 12 months to include around 1,000 staff.
			
			• All students are automatically enrolled and staff are encouraged to complete the Sexual Ethics and Consent Education module launched early July 2017.
			
			• Bystander Empowerment training has commenced, initially targeting students in leadership roles and front line staff. 85 Residential Leaders trained.
			
			• Training and education for residential students and residential leaders has been enhanced.
			
			• The Deakin University Students Association has developed a comprehensive training and compliance program for student clubs and societies. This program is initially being targeted to student groups planning and conducting events, particularly off-campus.
			
			• Training program introduced for Security personnel.
				A University wide Respect Now Always Action plan has been developed that includes all Australian Human Rights Commission's recommendations and other locally determined actions. A summary of the Deakin Respect Now Always Action Plan is as follows:
				
				Governance and Reporting
				• Establish Vice-Chancellor/s Advisory Group.
				
				• Establish a broad based consultative and reference group.
				
				• Publically report on progress towards implementation of AHRC recommendations by January 2018 and annually thereafter.
				
				• Report, at least every six months to the Vice-Chancellor with de-identified data, including any trends or identifiable concerns which arise, along with recommendations for any necessary improvements to processes.
				
				Policy
				• Commission an independent, expert-led review of existing university policies and response pathways in relation to sexual assault and sexual harassment. In the interim draw on sexual violence counselling expertise to develop and review processes for responding to sexual assault and sexual harassment of students.
				
				• Consider effectiveness of policies and procedures in preventing and responding to technology-facilitated sexual violence (TFSV).
				
				• Review and amend related policies (e.g. Special Consideration, Academic extensions, student complaints etc.) to ensure consistent and coordinated victim and survivor centred response.
				
				Data Collection and Storage
				• Review collection and storage of information on sexual assault and sexual harassment to ensure confidentially and opportunity for effective review of trends, University performance and continuous improvement.
				
				Training and Education
				• Train staff members and student representatives most likely to receive disclosures of sexual assault and sexual harassment.
				
				• Implement awareness raising program targeted at students and staff on how and where to disclose and receive support including:
				  o during student orientation
				  o as part of staff induction
				  o accessible and understood by people with disability, people from CALD backgrounds.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action

			• New module developed to add to compulsory staff compliance training program. To be launched in 2018.
			
			Disclosures, reports and response
			• Formal policy and procedure introduced that establishes Safer Community Service as the central point for receipt and management of reports.
			
			• Review of student misconduct procedures has commenced.
			
			Counselling Capacity
			• University counselling resources were increased in 2017 in response to increasing demand and lengthening waiting times. This has resulted in maximum waiting times of approximately 7 days in peak periods and same day access to service for students in genuine crisis.
			
			• Independent auditor has been engaged to complete this review commencing December 2017.
			
			Deakin Residential Services
			• External independent reviewer engaged. Review scheduled to commence December 2017.
				• Address drivers of sexual assault and sexual harassment by providing students and staff with education about:
				  o behaviours that constitute sexual assault and sexual harassment
				  o consent and respectful relationships
				  o violence supporting attitudes
				  o bystander intervention.
				
				• Ensure education and information will:
				  o target all levels of the organisation - current and future students, staff, residential colleges, public transport to/from university, sports clubs, student societies and student unions
				  o be based on best practice and research
				  o be developed and delivered by individuals and/or organisations with expertise in sexual violence prevention
				  o be developed in consultation with university students,
				  o be readily understood by students from different cultural and language backgrounds (plain language review; key messages translated; cultural context)
				  o be readily understood by students with differing levels of sex education and general understanding of sexual assault and sexual harassment
				  o integrated into mainstream activities and programs
				  o include broad based promotional campaigns (e.g. White Ribbon).
				
				• Integrate information and education within existing relevant programs such as programs to address:
				  o gender equity
				  o other forms of harassment and disrespectful behaviour
				  o celebration and promotion of value of diversity.
				
				Disclosures, reports and response
				• Establish central point for reporting, disclosing, referring incidents relating to sexual harm for coordinated response.
				
				• Provide an option for students to disclose/report using an online form.
				
				• Review and test accessibility and effectiveness of information and disclosure processes with assistance from:
				  o Deakin University Students Association
				  o International students from variety of backgrounds
				  o External organisations with expertise.
				
				• Ensure contract providers of student services including GPs, Legal Advisory Service, Security, Fitness Club Operators are trained and informed of relevant University processes and support options.
				
				• Map and manage relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
				- Review capacity and expertise to provide response that is sensitive to the distinct needs of different student cohorts (e.g. Indigenous, LGBTIQ etc.). - Develop procedures for investigating breaches of University Codes of Conduct and Policies that avoid compromising or interfering with current or potential future police investigations and court proceedings. - Review University discipline and misconduct processes to minimise potential to cause further harm or distress to victims and survivors of sexual assault: - standardise reporting of outcomes of investigations and/or misconduct procedures to victims and survivors - investigate publication of reports to the University community on reports/disclosures and action taken. **Counselling Capacity** - Conduct an audit of university counselling services to assess: - the capacity of the university counselling services to respond to students' requests for counselling in an appropriately timely manner, - how many university counselling staff have received training in working with sexual assault survivors, - the average length of time students are required to wait to see a counsellor, - the number of urgent/crisis requests for counselling received. - Use data from the audit to determine whether additional counselling services are required to meet the urgent needs of students who have experienced sexual assault or sexual harassment. - Provide specialist professional development for in-house counsellors as necessary. **Campus Environment** - Review options to contribute to sexual assault and harassment prevention through improvements to campus amenity and safety infrastructure. **Deakin Residential Services** - Commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in Deakin Student Residential settings. - This review will consider: - appropriate responses by DRS to reports of sexual assault and sexual harassment consistent with University Policies and Procedures, - 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,

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				o the level and nature of supervision in 24-hour residential setting in which large numbers of young people are living away from home, and o the level of adequacy of training required to equip residential leaders and residential staff to serve as first responders or in response to matters of sexual assault and harassment.
Edith Cowan University	All recommendations accepted	https://www.ecu.edu.au/news/latest-news/2017/08/ecu-releases-sexual-assault-data	• The ECU Respect.Now.Always. Advisory Group was established in September 2017, comprising senior leadership, student representatives, academic staff, facilities staff, and student services. The Advisory Group will develop and manage implementation of the ECU Respect.Now.Always. Plan. • A working group has been formed to identify the most appropriate, evidence-based methods for wider education for all students and staff. Representatives have met with the WA Equal Opportunity Commission to discuss options. • ECU's Prevention of Harassment, Bullying, Discrimination and Violence policy was revised in July 2017, with adjustments made to some internal procedures. • The ECU Student Guide (published online and promoted during orientation) has been updated to include information about consent, ECU's Prevention of Harassment, Bullying, Discrimination and Violence policy, incident reporting processes, and support services. • Student forums were held by ECU senior leadership to provide briefings on Respect.Now.Always. initiatives and information on support services and incident reporting, and to gain feedback on opportunities for improvement. • Respect. Now. Always. campaign materials are displayed prominently on campus and distributed during student orientation. Additional education will be provided at orientation from Semester 1, 2018. • The revised 'Sexual Assault and Harassment' webpage has been launched on the ECU website, with information about reporting procedures and support services. • The Sexual Assault Resource Centre has delivered training to ECU Student Guild and Senate staff, Counselling Services, Student Services Managers and Control Room staff. • All residents of student accommodation now attend a mandatory induction that includes consent and respectful behaviour content. • On-campus promotion of the telephone hotline, available 24 hours a day, 7 days a week. Reports can also be submitted to a dedicated email address. • On-campus security improvements, including: • A 24-hour security control room, complementing ECU's existing 24-hour security patrols and vehicle escort service for students;	• The *ECU Respect.Now.Always. Plan* has been drafted, and is pending further consultation and approval. • An independent review of ECU's sexual assault and sexual harassment policies and processes will be commissioned. • An independent review of student accommodation is to be commissioned, focusing on prevention of, and responses to, sexual assault and sexual harassment. • ECU Counselling Services will be audited to assess capacity and staff training, with any recommendations actioned. • A new IT system will be implemented to assist with collection, storage and reporting of confidential incident data.

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			• Upgraded lighting on the Joondalup and Mount Lawley Campuses; • Allowing students to park closer to campus buildings after 5pm, including staff and visitor bays, on all campuses; and • Funding the evening CAT bus between the Joondalup Campus and train station.	
Federation University	All recommendations accepted	https://federation.edu.au/__data/assets/pdf_file/0003/355503/Federation-University-Summary-Tables.pdf	• Implementation Working Group lead by DVC (Student Support and Services) established and meeting regularly to coordinate implementation of recommendations across the university. • A commitment to implement the Universities Australia 10 Point Plan and recommendations of the Change the course report. • A dedicated web page to assist students seeking assistance, counselling or advice has been established as an important resource tool. • "Fed Uni Against Violence Student Leader Training": Face-to face training commenced mid-2017. Delivered to all student leaders (Teams, Clubs, Residential, Mentors). • The first major communication campaign completed mid-late 2017 included post cards, posters, market stands, web and media, mandatory training for student leaders. • Support service awareness material has been provided to all staff. • The University has promoted the national support line. • A review of FedUni's Equal Opportunity and Valuing Diversity Policy, and the Discriminatory and Sexual Harassment Complaint Procedure was completed in 2017, resulting in minor revisions reflecting current best practice. Revisions included encouraging Police reporting, and the option of the University to choose to report on behalf of the complainant. • All Fed Uni Counsellors are trained (Centre Against Sexual Assault) in responding to and dealing with sexual assault and harassment disclosure and related trauma. • Key support staff have received first responder training. Professional staff working in environments where they interface with or come in contact with students have received group awareness training and direction to supporting resources. • All staff have been personally provided with "what to do/first responder" cards and referral cards for support contacts and online resources.	• Commitment to continue the *Respect. Now. Always.* awareness campaign. • Extending training programs across the entire institution (staff and students) to assist the prevention of sexual and violence-related acts, initiative including further training for residential and other student leaders about witnessing, responding and reporting incidences of sexual assault and/or harassment. • Engage in a broader availability of first responder training for university staff. • Adopt an evidence-based respectful relationships training program for university students and staff. • Further awareness training for support staff will be undertaken in 2018. • UA material due in late 2017 will be incorporated in education campaigns targeted to the whole of the student body as well as mandatory training for student leaders. • Work with Universities Colleges Australia – to incorporate any best practice policy and training material into Fed Uni Residences. • Adopt UA/CAPA principles on postgraduate student-staff interaction. • Counselling Services will participate in additional specialist training developed by the Australian Psychological Society to extend the skills of university counsellors to support victims and survivors of sexual assault and sexual harassment. • A smartphone app has been developed and shared by Monash University. This app is being customised for FedUni and will be launched in 2018. The app provides training resources and support services awareness information. • Develop an action plan to review current practice and recommend improvements, including review of how complainant/responder information is currently collected and stored and cross referenced. • FedUni is working with Victoria Police to investigate ways of benchmarking reported incidents and sharing of information.

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			• Management groups have received awareness briefings with guidance on resources and services. • FedUni Living induction and orientation is managed by the University. "Compass Week" is alcohol-free and features explicit training on respectful relationships, consent and awareness of support services. Alcohol-free periods extend from check in day to the first day of class (up to two weeks), and from the first day of SWOTVAC to the end of exams. • Each residential unit has a dedicated residential advisor who has received additional training in University policy, behaviour management and first responder action. • Commitment made to undertake the Universities Australia national survey in 3 years' time. • Video message from Vice-Chancellor to all staff and students highlighting the general recommendations and FedUni's commitment to these. • FedUni received White Ribbon Workplace Accreditation in October 2017, recognising effective leadership, resource allocation, communication, HR policy development and training to create a safer and more respectful workplace.	• StudentOne (Brisbane Accommodation provider) has been asked to demonstrate how they will assure compliance with the relevant TESQA standards.
Flinders University	All recommendations accepted	https://www.flinders.edu.au/content/dam/documents/students/rna/flinders-university-summary-tables.pdf	• Advisory Body established to respond to Australian Human Rights Commission recommendations. • Developed dedicated Safety on Campus website. • Worked with Yarrow Place (sexual assault and rape crisis centre) to provide first responder and bystander training to key staff and student leaders (ongoing). • Training of PhD supervisors underway (ongoing). • All residential students provided with face-to-face consent-bystander-support training (ongoing). • Flinders Living (residences) has developed a Protocol for Responding to Disclosures. • Availability of enhanced, specialist counselling support for students by staff trained by Yarrow Place. • *Consent Matters* online training package available to all students. • Counselling service review undertaken and new duty/triage system established.	• Develop new policy on sexual harassment and sexual assault based on the Universities Australia best-practice guidelines. • Training of all staff using the training program being developed by Universities Australia. • Establish new central register for recording of cases of sexual harassment and sexual assault.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			• Collaborating with the Flinders University Student Association on a major Respect Now Always campaign for 2018.	

Griffith University	All recommendations accepted	https://www.flinders.edu.au/content/dam/documents/students/rna/flinders-university-summary-tables.pdf	• Establishment of Safe Campuses taskforce leading implementation of all AHRC recommendations.
			
			• Establishment of a dedicated full-time response and prevention counsellor.
			
			• Establishment of safe campuses website as central point of information relating to safety on campus, and key link to staff and student communications.
			
			• A range of support and safety services available for students and staff including:
			   o after-hours, weekend and public holiday phone and text crisis support,
			   o Strengthened Harassment and Discrimination Contact Officer Network,
			   o on-campus security escort service available for students and staff to provide assistance at night.
			
			• Bystander/responder training, *Consent Matters* and Mental Health First Aid training provided for Residential Advisors in our on-campus accommodation.
			
			• Responder training provided to Security Officers.
				• Implementation of comprehensive Student and Staff Sexual Assault, Bullying and Harassment Policy and Procedures in early 2018.
				
				• Inclusion of *Consent Matters* module in compulsory student orientation activities from Trimester 1, 2018.
				
				• Extension of bystander and responder awareness training and resources, including continued improvement of web resources throughout 2018.
				
				• Establishment of an Awareness Week for staff and students in 2018.
				
				• Continue to increase visibility of Safe Campuses message, resources and progress through University wide promotional campaign in early 2018 and continuing throughout the year.

James Cook University	All recommendations accepted	https://www.jcu.edu.au/safety-and-wellbeing/ahrc-survey/documents/James-Cook-University-Summary-Tables-V25b25d.pdf	• Commissioned an external review by former Sex Discrimination Commissioner Elizabeth Broderick to examine the University's policies and engage with key stakeholders to ensure strong and effective responses to sexual harassment and sexual assault, foster a culture of respect and inclusion and safety for all. The review's findings have been publicly released and will be fully implemented. • A cross-university implementation working group has been established to develop and implement a Plan of Action on all recommendations of the Broderick Review. • Improved access to information for staff and students. The Safety and Wellbeing website provides information, resources and contacts for anyone who experiences bullying, discrimination, sexual harassment or assault, including information about how to report an incident. • Improved internal reporting procedures, including a reporting form that has clear guidelines for staff and students if they need to report an incident that features a reminder on mandatory reporting of any assault involving persons under 18 years of age. • First responder training for staff who deal directly with students, including library staff, international student officers and others, explaining JCU's	• Reviewing the Code of Conduct for staff and students to ensure a safe and respectful university culture. • An audit of university counselling services to assess capability and capacity of Counselling Services.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			commitment to a safe and respectful culture, and how to report incidents and refer students to support services. • Increased the number of Equity Contact Officers across JCU from 10 to 47 and launched JCU's Equity Contact Officers Network. Equity Contact Officers are the first point of contact for staff and students who experience any form of bullying, discrimination or harassment, and are trained by the Anti-Discrimination Commission Queensland. • The University's Discrimination, Harassment and Bullying Policy has been revised, providing clearer guidance on acceptable behaviour, issues of consent, and procedures for making a complaint. • A review of security at the University's campuses to provide enhanced security for students and staff is underway. • A 'Safe Zone' has been set up for students and staff on JCU's Townsville campus. The room is a safe place for students who might be waiting for a bus at night or who feel uncomfortable or threatened, and is supervised by security staff. • Senior managers and JCU Council members have undertaken a training workshop on matters relating to sexual harassment and sexual assault, as well as the importance of effective policies to promote safety and wellbeing for staff and students. • Working with the JCU Student Association, particularly student advocates, to ensure students are supported when reporting an incident. • Working collaboratively with residential colleges to ensure appropriate standards of conduct by students who live on campus. JCU's Student Counselling Service provides training to Residential Assistants (RAs) on respectful behaviour, bullying, sexual harassment, discrimination, consent and how to report any incidents. Training on these matters is also being rolled out to students who live on campus. • Training has been offered for all staff on the prevention of bullying harassment and intimidation, as well as sexual harassment prevention, and understanding the staff Code of Conduct. • Free counselling provided for students and staff. • Information added to the Orientation Week guide and Orientation Week briefing for all commencing students explaining commitment to a safe, respectful environment and a zero-tolerance approach to sexual assault and sexual harassment. • JCU App now includes emergency contact numbers for students and staff. • Relationships and referral protocols with external providers including Sexual Assault Support Services, Police, and others being formalised.	

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La Trobe University	All recommendations accepted	http://www.latrobe.edu.au/about/at-a-glance/plans/2017-student-survey-results	**Governance and Policy** • The 'Respect at La Trobe' program addresses preventative measures and the drivers of violence, as well as providing timely support for disclosures. • The existing Campus Safety Group, chaired by the Vice-Chancellor, has oversight of all campus safety-related matters including measures to prevent sexual harassment and sexual assault and ensure appropriate support to students and staff. Membership of this group has recently been extended to include student representation and relevant academic staff. The Campus Safety Group also includes a representative of Victoria Police. The Campus Safety Group reports to the Senior Executive Group, which is also chaired by the Vice-Chancellor. • Reporting to the Campus Safety Group, the Complex Behaviours Advisory Group comprises all relevant student services staff. It meets regularly to coordinate activity, collect and analyse data on patterns and trends and report up to Campus Safety Group. • The University has various existing policies and statements of behavioural expectation for students and staff (including the Student Charter which all enrolling students are required to acknowledge; Student Behaviours Policy; Rules of Residence; Alcohol and Drugs Policy and Procedure; Responding to Violence Procedure; Staff Code of Conduct). • The University has defined mechanisms for responding to concerns and complaints. **Education, Training and Communication** • La Trobe requires all residential students to complete training on consent and respectful relationships. • First responder training is already offered to relevant staff and students at La Trobe. • Tailored training occurs for welfare officers and accommodation services staff and student ambassadors/leaders. • Residential Education Program. • Presentations on respectful behaviour and available student support mechanisms are made annually to student associations. • Various social media campaigns target students regarding La Trobe expectations and how to seek help and advice. • Briefings to sporting and other student clubs. • Information is embedded into post graduate student induction sessions and induction packs.	**Governance and Policy** • 'Respect at La Trobe' program is being reviewed and extended. • La Trobe is currently undertaking a review of its policies and processes for responding to sexual harassment and sexual assault. • La Trobe is considering the most appropriate approach to reviewing its residential college operations. **Education, Training and Communication** • La Trobe is currently reviewing all current education and awareness programs for students and staff to identify any required improvements (including any necessary extension to consent training and first responder training). The University will partner with student representative organisations to extend the visibility of activities to students. **Student Support** • Consideration is being given to any additional student support mechanisms that may be required, and to the wider promotion of existing support services. **Record Keeping and Reporting** • The current approach to record management and data reporting is being assessed in the light of the recommended information elements in *Change the Course*. • Consideration is being given to a centralised incident and case management system. **Physical Safety and Facilities Management** • La Trobe has proactively connected with the State Government Minister for Public Transport and public transport authorities to discuss potential opportunities for collaboration to address sexual harassment on public transport. We will continue to collaborate with relevant State Government agencies, public transport operators and law enforcement agencies.

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			• Graduate Research School communications from the Dean and via the online scholar publication. • Information and presentations into La Trobe101 induction sessions for staff. • Staff training around 'Making it safe on campus' and 'Addressing concerning behaviours' and 'Positive Workplace Behaviour'. **Student Support** • 'Speak Up' service supports students and staff in relation to intimidation, harassment, discrimination, all forms of violence (including sexual and physical assault), and other forms of unacceptable behaviour. • Counselling and case management. • Partnerships with external service providers including Victorian Centres Against Sexual Assault. • Formal procedures exist for investigation and disciplinary action. **Record Keeping and Reporting** • The University has existing practices in the management of relevant records and reporting aggregate data to the Campus Safety Group. For example, the University collects counselling service data and uses this for management purposes. The University also has access to detailed comparative data of the cost and resourcing of such services compared with many other Australian universities. **Physical Safety and Facilities Management** • On campus security 24/7 and emergency services on call. • CCTV monitoring. • Campus lighting program. • 84 gender neutral toilets across all campuses to support LGBTIQA community. • After hours UNI-Safe Escort to escort students and staff after dark between buildings, campus car parks and local transport points. • Liquor licensing controls.	
Macquarie University	RNA Action Plan (2018-2020) being developed to address AHRC and other sector recommendations	http://www.mq.edu.au/newsroom/wp-content/uploads/2017/08/Macquarie-University-	**Strategic Activities** • An Respect Now Always team has been established within the Student Diversity and Inclusion Unit consisting of a Project Lead, Project Officer and Education Officer. This team is developing an Respect Now Always Action Plan (2018-2020) which will outline Macquarie University's response to the AHRC Report, as well as other sector reports such as the UNSW AHR Centre Report, Universities Australia 10-point plan, EROC, CAPA and international	**Strategic Activities** • In light of the recommendations, the existing leadership structure for *Respect. Now. Always.* (RNA) has been reviewed and will be replaced by a two-tier governance structure: o an Executive Implementation Group led by two senior University Executives will monitor the progress of the project and report directly to the Vice Chancellor;

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
		Summary-Tables-V2.pdf	literature in the area. The development of the Plan will be informed by a consultation process with students and staff at Macquarie University. The student consultation process focused on the communities identified in the AHRC Report as disproportionately vulnerable. **Prevention Activities** • Over 200 student leaders trained in the area of Respectful Relationships through face-to-face workshops. • Draft sexual assault and sexual harassment policy developed. • RNA Project launched including an extensive communication strategy to promote a safe and respectful campus. **Response Activates** • A series of University community events hosted around the launch of the AHRC Report. • In light of the AHRC Report, wellbeing support services have been audited and work will continue to ensure that students have access to person-centred and trauma-informed services. • Campus Wellbeing established a Student Care Team led by a trauma specialist. • Guidance sought from, and collaborative working relationships established with, Rape and Domestic Violence Services Australia and The North Sydney Sexual Assault Service to ensure that independent expert advice is provided throughout the implementation of RNA.	o a student advisory group and a staff advisory group will support the Executive Implementation Group. • This governance structure will be instituted by the commencement of the academic year in 2018. **Prevention Activities** • A designated Respect Now Always Education Officer is developing an Respect Now Always Education Strategy that will align with the Respect Now Always Action Plan. The strategy will set out our pedagogy, which is informed by Professor Moira Carmody's Sex Ethics and Young People Framework, as well as best practice in sexual violence prevention education. The Education Strategy will be the foremost Respect Now Always cultural change strategy of the University. • The Education Strategy will include a training schedule offering blended learning options to staff and students, including two EPIGEUM online courses and face-to-face respectful relationships workshops. In 2018, we will train student leaders including residential advisors, student society executives, mentors, buddies, student representatives. We will facilitate information sessions for staff across professional areas and faculties and select 200 staff to be trained as first responders by Rape and Domestic Violence Services Australia. • To develop a yearly communications and marketing strategy that will contribute to the literacy of our community around sexual assault and sexual harassment. For example, clarifying the definitions of sexual violence and consent, as well as respectful relationship principles. **Response Activities** • The Respect Now Always Implementation Group will work with the Universities Australia (UA) policy guidelines to develop a comprehensive and accessible policy framework that will support students and staff to clearly understand their rights and responsibilities in this area as well as the complaint and report options. • The University's response to sexual assault and sexual harassment will continue to be communicated to the University community through a range of platforms including presence at key student events such as O Week, Wellbeing Week, Mental Health Week and Re-conception, as well as student designed marketing initiatives, Facebook, our stand-alone Respect Now Always support page and a Project page that keeps our community informed on the progress of the Respect Now Always Project. • Psychologists from wellbeing support services will undertake the Universities Australia and APS module for clinicians when available.
Melbourne University	All recommendations accepted	http://safercommunity.unimelb.edu.au/__data/assets/		• Formation of a Respect Taskforce, chaired by Deputy Vice Chancellor (Academic & Undergraduate) Professor Richard James to develop and oversee strategies to further improve the University's culture, policies and

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
		pdf_file/0003/2439408/ahrc-unimelb-summary-tables.pdf		practice. • Making the problem of sexual assault/harassment and the University's values more visible on campuses. • Rolling out *Consent Matters: Boundaries, Respect and Positive Intervention*, an online course of four modules covering the areas of sexual consent, communication and relationships, and bystander intervention, to undergraduate students in 2018. • Ongoing work to determine the preferred approach to bystander intervention and first responder support for staff and students. • Strengthening existing PhD supervisor training and sessional teacher induction/training to align with these new training materials. • Strengthening University support services including the Safer Community Program and Counselling & Psychological Services. • Doing more to increase student confidence in making disclosures and improving the response of the University to allegations. • Improving overall accountability and transparency.
Monash University	All recommendations accepted	https://www.monash.edu/__data/assets/pdf_file/0015/1000446/Monash-University-Summary-Tables-V2.pdf	**Information for students** • All students are automatically enrolled to watch a short video on 'Consent' to increase awareness of what sexual consent means. Viewing the video is compulsory for students living in halls of Residence of attending off-campus events organised by a faculty or student based club/society. Developed and first offered in 2016, this video was produced in consultation with Monash students and the South Eastern Centre Against Sexual Assault (SECASA). • Two resource guides – *Be Aware – Prevention is Protection* and *What You Should Know* – have been launched during 2017. • Monash has launched a *Respect. Now. Always* app to help students navigate the available support services and options on how to report sexual harassment and assault. • An online educational module – *Respectful and Responsible* – has been developed to foster healthy and mutually respectful relationship, encourage safe bystander intervention and promote changes in attitudes and social norms to create a safer, more inclusive community. It is compulsory for students to complete the module if they attend off-campus events organised by a faculty or club, or are a Monash Residential Services student leaders or Support Team member. **Programs for students living on campus**	**Information for students** • Continue to mandate the viewing of the *Consent* video and completion of the *Respectful and Responsible* online module by all students living on campus and the people that support them, as well as all participants attending the faculty-approved off-campus events. • Introduce mandatory viewing of the *Consent* video and completion of the *Respectful and Responsible* online module for all registered participants in Monash approved Team Monash off-campus events. • Develop a campaign to promote the *Consent* video and *Respectful and Responsible* online module. • Develop a campaign to reinforce key messages to reduce sexual assault and harassment and provide information regarding reporting process and access to external referral services. • Introduce new on-campus events such as a *Respect. Now. Always* Day. • Identify external educational campaigns that could supplement Monash offerings and be promoted to staff and students. • Develop a process for evaluating effectiveness of training and education programs (such as surveys).

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			• In January 2017, Monash introduced a requirement that all first year students living at Monash's on-campus Halls of Residence must participate in the SECASA accredited *Sexpectations* program. • All residences also receive a support and referral information card on arrival. • Allegations of sexual offences occurring within MRS are reported to the Safer Community Unit. • In September 2017, SECASA provided frontline responders training to members of MRS residential support staff, including College Heads, Deputy College Heads and Residential Support Assistants. • A list of current strategies employed by MRS to ensure all residents are able to foster safe and respectful relationships. • All Monash students are enrolled in an online educational module – 'Respectful and Responsible' – to promote attitude change and create a safer community. Completion of the module is required for all students attending off-campus events, or residing in Monash Residential Services. • Review of Counselling Services by external auditors completed. **Access to referral and support** • The *Respect. Now. Always.* App and website provides a resource directory of services available. • In 2014, Monash entered into an agreement with the South Eastern Centre Against Sexual Assault (SECASA) to have SECASA counsellors on-campus at Clayton two days per week, and at Caulfield one day per week. Students from all Monash campuses can seek an appointment with a SECASA counsellor. • In July 2017, SECASA provided specialised sexual assault and trauma training to Monash counsellors, contacted psychologists and licensed psychologists. **Resources for non-Monash students** • In July 2017, the CCD eLearning website was released in response to the fact that there are occasions when non-Monash people attend varsity events with Monash students. • The website allows non-Monash people access to the *Consent* video, *Respectful and Responsible* online module and the Varsity Representative Agreement thereby ensuring that non-Monash people satisfy our requirement for pre-event compliance requirements. Access to complete these resources is arranged by the University on these occasions. **Safer Community Unit** • In 2008, we established the Monash Safer Community Unit to be the central point of referral for inappropriate behaviours. The Monash Safer Community	• Investigate whether current consent video can include questions to ensure viewers of the video understood its content. • Mannix College to require mandatory completion of *Respectful and Responsible* module for all student leaders and members of the Residential Support Team. **Programs for students living on campus** • Implement Universities Australia guidelines to prevent and address sexual assault and sexual harassment in Monash University on-campus accommodation (Universities Australia 10-point action plan, item ten). **Access to referral and support** • Develop an orientation campaign to reinforce key messages to reduce sexual assault and harassment and provide information regarding reporting process and access to external referral services. • Develop a campaign to promote the Monash University Respect Now Always Support App. • Enable the information contained in the Monash University Respect Now Always Support app to be viewed via a web browser by listing the information on the Safer Community website. • Develop opportunities for greater collaboration with the South Eastern Centre Against Sexual Assault (SECASA) and the Victoria Police Sexual Offences and Child Abuse Investigation Team (SOCIT). • Investigate the possibility of having a CASA counsellor at Monash Peninsula and Parkville campuses in addition to current Caulfield and Clayton campuses. • Develop a process for evaluating effectiveness of awareness of support and referral services. • Implement Universities Australia training modules for staff and students which have been developed by Universities Australia to educate staff and shape their awareness of unacceptable behaviours and will assist them to respond to and support those affected by sexual assault and harassment (Universities Australia 10-point action plan, item four). • Review Monash University's procedures against Universities Australia's guidelines on responding to reports of sexual assault and sexual harassment in a compassionate and timely way and if necessary modify Monash University procedures to incorporate Universities Australia best practices guidelines (universities Australia 10-point action plan, item seven). **Audit of university counselling services** • Review and action the findings of the KPMG review of university counselling services completed December 2017.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action

			Unit uses a centralised online incident reporting module (Perspective) to record all reported instances of sexual assault and sexual harassment.
			
			Off-campus event guidelines
			• In February 2016, we developed and implemented new off-campus events guidelines which include Local Incident Management Protocols (LIMPs) and training to ensure that appropriate and timely actions are taken in response to the occurrence of all incidents.
			
			• The response guidelines include the escalation to Executive Director Campus Community Division of all critical incidents – including sexual assault and harassment – that may occur at off-campus events attended by Monash students.
			
			• The LIMPs are compulsory for use by the wider university community including all Monash student organisations and their affiliated clubs and societies, affiliated sporting clubs and faculty based non-academic off-campus events.
			
			• As part of these guidelines, all sporting clubs and groups are required to sign a Representative Agreement before they go to a sporting event to represent Monash.
			
			Staff training
			• Frontline training has been provided to Monash Residential Services support staff including College Heads, Deputy College Heads and Residential Support Assistants.
			
			Reporting
			• All reported incidents of sexual assaults and sexual harassment are recorded through a centralised online incident reporting module (Perspective) by the Monash Safer Community Unit.
				Policies and procedures
				• Review misconduct policy, procedures and disciplinary processes with particular reference to response pathways in relation to sexual assault and harassment.
				
				• Commission an independent, expert-led review of existing university policies and response pathways in relation to sexual assault and sexual harassment.
				
				• Centralise the student general misconduct (which includes sexual offences) disciplinary process.
				
				• Develop and implement revised student general misconduct Policy and Procedures.
				
				• Develop protocols for responding to allegations of a sexual offence.
				
				• Implement Universities Australia's training module in specialist professional development for university's counsellors. This unit will enhance and extend the skills of mental health clinicians to provide support to people affected by sexual assault and sexual harassment (Universities Australia 10-point action plan, item six).
				
				• Centralise student general misconduct (which includes sexual offences) under a Responsible Officer for General Misconduct (ROGM). The ROGM will be in place by January 2018.
				
				• Establish format of six-monthly report to the Vice Chancellor. Six monthly reports on reports of sexual harassment and sexual assault allegations to be provided to Vice Chancellor at end of June and at end of December each year.
				
				• Review online incident reporting module database (Perspective) and record keeping.
				
				Staff training
				• HR to review Ethical and Professional Conduct training that is required to be completed by staff every three years, to ensure that material address issues of consent, bystander behaviour and response pathways for issues of sexual assault and harassment.
				
				• Engage South Eastern Centre Against Sexual Assault (SECASA) to provide training in responding to disclosures of sexual assault and sexual harassment. Current assessment of people requiring this training are:
				   o Monash Residential Services Residential Support Team College Heads, Deputy College Heads, residential support Assistants, Resident Advisors, Director MRS, Deputy Director Residential Support and Engagement, Manager Residential Support and Engagement;
				   o Mannix College Residential Support Team members;
				   o Office Bearers of campus-based Student Organisations;
				   o Staff members employed by campus-based Student Organisations;

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
				- o Deans to nominate which staff within their faculty should receive first responder training; - o Faculty-based Student Support Services teams; - o Nursing Staff within the UHS; - o Triage Nurse within the UHS (where provided); - o TeamMONASH; - o Students and Staff who nominate themselves as Team leaders for an off-campus event or activity; - o Yulendj Indigenous Engagement Unit to nominate which staff within their area should receive first responder training; - o Access Monash to nominate which staff within their portfolio should receive first responder training; - o Monash will also offer this training to other interested staff and students by offering them the opportunity to book attendance at scheduled training sessions throughout the year. • Investigate how first responder training is provided to off-campus locations such as Prato, IITB and China. • Implement Universities Australia training modules for staff and students which have been developed by Universities Australia to educate staff and shape their awareness of unacceptable behaviours and will assist them to respond to and support those affected by sexual assault and harassment (Universities Australia 10-point action plan, item four). • Consider frontline training coordinated by Universities Australia through Rape and Domestic Violence Services Australia or an equivalent local provider. This training will equip more university staff with the skills to respond effectively and compassionately when someone discloses an experience of sexual assault or sexual harassment (Universities Australia 10-point action plan, item five).
Murdoch University	Unclear	http://www.murdoch.edu.au/docs/default-source/life-@-murdoch/change-the-course---mu-results.pdf	• The MurdochSafe App, a free, custom-made safety app allows students to notify campus security services of their location and connect to police and emergency services. The app also provides students with access to a range of on-campus medical, counselling, safety and disability services. • Working with the Student Guild, a new orientation program has been developed to inform students and raise awareness on issues such as appropriate behaviours and consent. These sessions are provided to undergraduate, postgraduate and international students. • We have worked with members of the Guild Council to update our Security, Safety and Wellbeing Guidelines, as well as our responding and reporting procedures. • The University has worked closely with the Murdoch Student Guild and the operator of Murdoch Student Village, Campus Villages Australia, to ensure all students have access to information about health, well-being and welfare, as well as on and off campus support services.	• A Vice Chancellor's Sexual Harassment and Sexual Assault Advisory Board is to be established to oversee the implementation and monitoring of actions highlighted by the report. • We are also implementing a bystander education program to help our community know how to respond when they are witness to sexual harassment or assault. • Staff induction is being reviewed to include information on appropriate behaviour.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			• All frontline staff have been fully briefed and prompted to complete the SARC First Responder Module.	
University of New England	All recommendations accepted	http://www.une.edu.au/__data/assets/pdf_file/0010/168904/university-of-new-england-summary-tables-v2.pdf	• Dedicated Project Manager appointed to implement all recommendations of the *Change the course Report.* • Vice Chancellor's Advisory Committee chaired by the Vice Chancellor has been formed and first meeting conducted. • Emergency response plan reviewed and broadened to include sexual assault incidents where personal safety is an immediate risk. • Four student consultation forums have been held with student college leaders and feedback obtained. • Initial meeting between UNE and the Armidale Liquor Accord Committee has been held to discuss collegiate approach to students' safety, Liquor Licensing, Student Events, Security and alcohol consumption. • Dedicated easily accessible web pages to Sexual Assault/Harassment including emergency and help contacts on and off campus. • Two meetings have been held to date with all Residential College Heads and the Director of the UNE Residential System concerning student consultation, alcohol consumption and the independent audit. • Initial meeting with the president of University of New England Student Association to discuss *Change the Course* report and recommendations. • Review of existing UNE bus services for students for increased safety from campus to town for 2018. • UNE owned and operated Security Service commenced in November 2017 to ensure implementation of best practice security for staff and students, including event monitoring. • Revised events approval system enforcing Liquor Act regulations around Responsible Service of Alcohol, supply of food and water and monitoring of compliance.	• Implementation of all the recommendations of the *Change the course Report.* • Audit of colleges to be undertaken in 2018. • Audit of Counselling Services to be completed by March 2018. • Working party to conduct institutional level review and development of processes for responding to sexual assault/harassment of students. • Face-to-face and online consent training to commence for all students in February 2018. • Face-to-face and online disclosure training for all staff and students to commence in February 2018. • Face-to-face training to commence in 2018 for identified staff and student First Response Officers. • Completely anonymous incident reporting to University form for victims of sexual assault/harassment to go live end of 2017. Reports will automatically be submitted to restricted access confidential trim container for storage. • First public release of information on UNE's progress in project to be released mid-December 2017. • Q & A information blog type forum for students, staff or the public to anonymously post questions and information/answers, around sexual assault/harassment. • Adaptation and implementation of Respect Now Always app to be embedded into UNE Safety App for easily accessible information for staff and students regarding response to and help for sexual assault/harassment. • Update to web pages to include all University and external reporting avenues, process information and contact details for departments. • Disclosure/response training for all security staff to commence in early 2018. • Celebrity/respected Champions of *Respect Now Always* guest speakers to attend Respect Now Always dinners and promote Respect Now Always throughout 2018. • Student focus groups to be formulated within colleges, on-campus, off-campus and high risk identified groups – Indigenous, International and LGBTIQA.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
				• Staff focus groups to be formulated within each school.

University of NSW	All recommendations accepted	https://www.unsw.edu.au/sites/default/files/documents/University%20of%20NSW%20Summary%20Tables%20V2.pdf	• Training has been provided to 300 staff and students including:
			  ○ Student leaders
			  ○ UNSW colleges staff and student leaders
			  ○ HR staff in faculties
			  ○ Counselling and psychological services (CAPS) staff
			  ○ Health service staff
			  ○ Student development international staff
			  ○ Global staff.
			
			• 50 'First Responders' have been identified and trained across all faculties and campuses
			
			• Phase 3 (2018 and embedded programs) training program in development
			
			• A dedicated portal for reporting sexual assault and harassment established July 24 - FAQ section in English, simplified Chinese and Indonesian Bahasa. (https://student.unsw.edu.au/harassment). Deputy Vice-Chancellor Inclusion and Diversity provides the Management Board with weekly de-identified reports of sexual misconduct reported on campus.
			
			• Behavioural change training being rolled out across the University, commencing with UNSW Colleges - extensive college focused on-line module for all incoming and returning students, and face-to-face behaviours workshops for college leaders.
			
			• Dedicated information on respectful behaviour and obligations under student code of conduct included in compulsory online tutorial for all students, which must be completed as a requirement to graduate.
			
			• Independent review of existing UNSW policy and procedures delivered August 2017. Sexual Misconduct Policy, Strategy and Information Response Procedures currently under development for implementation in early 2018.
			
			• Sexual Misconduct Implementation Working Group, reports to the Equity Diversity and Inclusion Board, meets quarterly to discuss UNSW progress to meeting all internal audit recommendations and internal KPIs for prevention and response to Sexual Misconduct.
				• Implementing all of the recommendations of the *Change the course* report.
				
				• Implementing in full the recommendations of an Internal Audit into prevention of, and responses to, sexual misconduct finalised in February 2017.
				
				• Behavioural change training for staff and students to address attitudes that are the drivers of sexual assault and sexual harassment.
				
				• An independent external review of UNSW's procedures and policies around preventing and responding to sexual assault, sexual harassment and inappropriate behaviour.
				
				• Training staff to be 'first responders' to disclosures of sexual assault/misconduct, so staff know what to do to when a person discloses information about sexual assault or harassment; and
				
				• A new portal for reporting sexual assault and sexual harassment which provides easy to find and navigate, up-to-date information on how to report sexual assault and harassment, and where to go for immediate and long-term support.

University of Newcastle	Unclear	http://www.newcastle.edu.au/__data/assets/pdf_file/0009/377820/Combined-Data-File.pdf	**Reporting and support structures** • A new online reporting process has been developed for sexual assault and sexual harassment. The process enables students and staff to inform UON's central coordination team through a web-based form. An option for anonymous reporting is also provided. • A student-facing web portal has been launched providing centralised information on how survivors can report incidents and the support available, as well as other internal and external resources for staff and students. **Education and training**	**Reporting and support structures** • Implementation of a mobile reporting system for members of UON to report incidents of assault and harassment to be completed by February 2018. **Education and training** • Implementation of a more targeted orientation program for students including in Semester 1 2018, rolling-out a compulsory education program for all UON students '*Consent Matters* for students'. **Policy and governance**

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			• All residential on-campus students in 2017 have been required to complete and gain 100% in the test for the 'Consent Matters' for students' e-learning course. • Residential Mentors, Counselling service staff and the Office of the Dean of Students received specialised training to support students who have experienced sexual assault and harassment during week of 27th November. • An online course *Responding to disclosures of sexual violence* has been made available for staff and a communication strategy enacted to promote participation by course coordinator/Heads of School. **Policy and governance** • All actions accepted and monitored though the UON Sexual Misconduct Working Group. • A new Sexually Based Assault or Harassment Response Policy has been developed and made available in the University's policy library. • An updated risk framework for assessing behavioural risk has been developed and is in use by the University's Behavioural Risk Group. **Security and the physical environment** • A 24-hour security shuttle services escorts students across the campus to their car, to a specific location, or to public transport. • A rolling light upgrade program to ensure coverage for all main pathways and primary carparks. • A closed Circuit Television (CCTV) system within the Callaghan Campus, which provides live and continuous footage through to a centrally-monitored facility.	• Establishment of a UON Community Standards document, which articulates our shared values and expected behaviours of everyone on the UON community. **Security and the physical environment** • UON continues to work proactively to improve the ways in which students can feel safe in their campus environment.
University of Notre Dame	All recommendations accepted	http://www.nd.edu.au/__data/assets/pdf_file/0011/142112/The-University-of-Notre-Dame-Australia-Summary-Tables-V2.pdf	• Implementation of a new Sexual Assault & Sexual Harassment Policy outlining the University's commitment to the prevention of sexual assault and sexual harassment and to the protection of the safety and wellbeing of students and staff. • Implementation of Disclosing Sexual Assault and Sexual Harassment Procedure for students and staff including guidance on disclosure, formal reporting, confidentiality, external reporting, contacts and resources. • Implementation of Responding to Disclosure of Sexual Assault and Sexual Harassment Procedure for staff including guidance on managing disclosures of sexual assault and sexual harassment, with additional checklist and incident record form. • Development and implementation of a new Support Officer role on all campuses, to provide care, guidance and support following disclosure of	Under the oversight of the Vice Chancellor's Advisory Committee for Addressing Sexual Assault and Sexual Harassment, finalise and implement the University's Action Plan in response to the AHRC recommendations, including (but not limited to) the development and implementation of: • Education programs which seek to address the drivers of sexual assault and sexual harassment - targeting all levels of the University (current and future students, staff, clubs, societies, student unions). • Initiatives to increase awareness of disclosure and reporting avenues and internal and external support options for students experiencing sexual harassment or sexual assault. • Training modules for staff and student representatives in responding to disclosures of sexual assault and sexual harassment. • Initiatives to ensure information is accessible to all people.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action

			sexual assault and sexual harassment and to ensure coordinated oversight of additional support services and resources.
			
			• Provision of training to all University staff and Student Board representatives in responding to disclosures of sexual assault and sexual harassment (conducted July and August 2017).
			
			• Provision of additional 'first responder' training to staff who have an increased likelihood, given the nature of their roles, of receiving a disclosure (conducted September and November 2017).
			
			• Consultation and communication with the Student Board with respect to the University's response to the survey findings and actions required, and support for student initiatives regarding 'Building Safer Universities'.
			
			• Review and update of the University's website and University App with clear and accessible information on:
			   o Disclosing or reporting sexual assault and sexual harassment;
			   o Safety and security on campus and on public transport;
			   o Internal and external support services that are available to students and staff;
			   o *Respect. Now. Always* and the AHRC National Report.
			
			• Development and implementation of reporting processes to monitor and evaluate the prevalence of sexual assault and sexual harassment on all campuses and the effectiveness of response and prevention initiatives.
			
			• Implementation of the Vice Chancellor's Advisory Committee for Addressing Sexual Assault and Sexual Harassment established to assist in ongoing implementation of the AHRC *Change the Course* report recommendations.
				• Education programs for student residences staff and students and post grad student and staff interaction.
				
				• Review and audit processes to ensure existing policy and procedure reflect best practice.

QUT	All recommendations accepted* * QUT has accepted all recommendations with the exception that they do not have a representative from a frontline sexual assault service on their advisory body. QUT notes that there are members	https://cms.qut.edu.au/__data/assets/pdf_file/0009/644166/queensland-university-of-technology-summary-tables.pdf	• Established a *Student Sexual Harassment and Assault – Prevention, support and reporting* Working Party, chaired by the Equity Director, which has membership of staff and students from across the University. • Developed an Action Plan to implement the recommendations of the AHRC, tailored to the QUT environment, covering student training; staff training; targeted cohorts; reporting; and post-reporting procedures. • Liaised with academic experts to select and evaluate online training to be made available to all students, and face-to-face training for students in student leadership roles. • Distributed a protocol to all staff on how to respond to students disclosing sexual harassment and assault. • Promoted a student website (supported by extensive distribution of promotional material) which provides students with scenarios to reinforce behavioural expectations, and with information about support.	

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
	of the advisory body from within the University with specialised knowledge of violence prevention and domestic violence.		• Ensured student Orientation in 2018 includes adequate awareness-raising information. • Ongoing monitoring of the availability of counselling services to students and have identified a senior counsellor to take a lead role in this area. • Continued our provision of a security app and other on-campus security services.	

RMIT University	All recommendations accepted	https://www.rmit.edu.au/content/dam/rmit/documents/news/rna/rmit-university-summary-tables-v2.pdf	• Attitudinal survey instrument in development.
			
			• Website updated to provide easy to access simple information on rights and options.
			
			• Vice-Chancellor's Advisory Committee established.
			
			• Three-year action plan in mature draft form.
			
			• Preparatory steps for 2018 roll out of mandatory training for all staff; meanwhile:
			  o Key staff trained,
			  o All staff have information on responding to disclosure.
			
			• Preparatory steps for 2018 roll out of consent awareness program for students.
			
			• City campus Library redesigned to increase safety. Increased active and passive surveillance in place.
			
			• Planned workshops with Library staff to continue to improve safety.
			
			• Exploratory talks on embedding Bystander training within curriculum.
			
			• Additional case manager appointed to provide one step support to students.
			
			• CASA House engaged on campus two days a week in 2017 providing specialist counselling/advocacy support and training.
			
			• Restorative engagement consultancy initiated.
				• Implement survey measures of sexual violence supportive attitudes within the student community. Survey students annually in addition to the agreed national survey every three years.
				
				• Make information easier and simpler to access so everyone knows their rights and their reporting options, while respecting the decisions they make.
				
				• Step up work to ensure libraries are safe and respectful places.
				
				• Lead by values, cultivate a teaching and learning culture that is genuinely collaborative and inclusive across the University, especially in the area of higher degree by research. This will include additional mandatory training for staff.
				
				• Increasing the number of specialist student support staff.
				
				• Training for all staff in how to respond to the disclosure of sexual offences.
				
				• Partnering with CASA House and offering training to students about respectful relationships, consent and bystander intervention.
				
				• Commitment to restorative justice as an option for survivors of sexual assault.

University of Southern Queensland	Recommendations 1-7 accepted. Recommendation 8 under consideration. Recommendation 9 under discussion.	https://www.usq.edu.au/about-usq/values-and-culture/respect-now-always/campaign	• Advisory body formed including USQ's Senior Executive Group with Senior Leadership staff members and a Working Group including representation from Residential Colleges, Student Services, Human Resources, Campus Security, ICT, Student Guild, Marketing and Research. • Response to Universities Australia 10-point action plan was developed. • External organisations, including sexual assault services and domestic violence services in regions where our campuses are located, were consulted	

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			for independent expertise and advice on best practice.	
			• Residential Colleges have embedded compulsory training and education about sexual assault and sexual harassment, consent and respectful relationships and bystander intervention in their induction processes for all residents annually.	
			• In addition to our usual Harassment and Discrimination Contact Officers, USQ staff members and have been provided with education about sexual assault and sexual harassment, consent and respectful relationships and bystander intervention.	
			• A video educating people about consent has been published on the USQ website.	
			• Guidelines for responding to disclosures of sexual assault and sexual harassment have been distributed widely across university and are online on www.usq.edu.au/respect. Face-to-face training has been provided to key frontline staff in relation to these guidelines. The guidelines have also been distributed to students during orientation in Semester 2, 2017.	
			• The University is in negotiations to modify Monash University's 'Respectful and Responsible' online modules and a mobile support app for our local context. These will be modified to support both staff and students.	
			• A social media campaign has been deployed with messaging around respectful relationships and the *Respect.Now.Always* campaign and USQ's commitment to it.	
			• USQ staff members also supported the local "Not Now, Not Ever" campaign through engagement in local media.	
			• USQ has developed guidelines for responding to disclosures of sexual assault www.usq.edu.au/respect. This includes information on internal and external sources of support as well as internal and external reporting options. This is widely distributed across the University to both staff and students, in hardcopy and electronic form.	
			• Information and training sessions have been conducted with University staff on the National Survey results and how to respond to disclosures of sexual assault.	
			• USQ's 24/7 Student Advice Line has been provided with protocols on where to direct students for support should they phone the advice line directly.	
			• USQ has developed guidelines for responding to disclosures of sexual assault (www.usq.edu.au/respect) which clearly articulates the steps to take when supporting someone who has disclosed a sexual assault.	

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			• All University student counsellors have received training in sexual assault and domestic violence and this is now a mandatory training requirement for all student health and wellness staff from 2018. • University Student Services' departments continue to maintain close working relationships with sexual assault services located within their local areas. Referrals to these services occur as required. • Student Services counselling, disability, health and welfare services provide support to assist students to manage their studies. • An exercise to identify staff members and student representatives who are most likely to receive disclosures of sexual assault and sexual harassment was conducted and were prioritised for training and education which has also been completed. This training is in the process of being made available online. • A working group has been formed to identify key training resources to be utilised in an ongoing capacity. A schedule of training activity will be developed for implementation in 2018. • Complaints of sexual assault or sexual harassment as USQ are managed via a secure online platform only accessible by authorised persons within the Deputy Vice-Chancellor's (Students & Communities) office. • Informal disclosures of sexual assault or harassment that are presented to Student Services are retained in a secure online case note system, only accessible to authorised staff members. Student Services maintains confidentiality and privacy for people who present to the Service. • A de-identified report of data relating to complaints of sexual assault and harassment was last presented to the Vice-Chancellor in July 2017. • Counselling services were externally reviewed in March and April 2017 as part of an external review of Student Services. This Departmental Review recommended an organisational review which has been undertaken throughout 2017. During the development of the revised organisational structure, consideration has been given to appropriate staffing levels, training and capability of staff who can work with sexual assault survivors. This review has resulted in an increase in resources available to work in this area.	

University of South Australia	All recommendations accepted	http://w3.unisa.edu.au/wellbeing/RespectNowAlways/University%20of%20South%20Australia%20Summary%20	• Provision of increased resources and support services for students including enhanced promotion of the SafeZone app, promotion of UniSafe service where campus security staff provide an escort service after hours, and increased access to drop-in counselling services.
			
			• All Counsellors have undergone 'Responding to Trauma' training with 97 frontline staff and student leaders completing 'Recognise and Respond' training provided by Yarrow Place Rape and Sexual Assault Service.
				• Project Steering Group and Project Team established to implement the recommendations.
				
				• Development of a well-defined sexual misconduct procedure/protocol for staff and students. The procedure/protocol will include the following components:
				   o A 'triage model' case management team for critical incidents, such as sexual assault.
				   o Explain the services available through external support organisations.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
		Tables%20V2.pdf	• Creation of a dedicated webpage to assist students and staff access the appropriate resources and supports, and detailed steps to be taken when a disclosure or report of sexual assault/sexual harassment is made. • Orientation Week information added to ensure all commencing students are aware of the university's commitment to a safe and respectful environment and that there is zero tolerance for incidents of sexual assault/harassment on campus. • Ongoing messaging in our all student e-zine reinforcing the message that there is zero tolerance of incidents of sexual assault/harassment on campus and providing details of where to seek support if needed. • A Project Steering Group and Project Team established to implement all recommendations of the AHRC report and membership includes external experts.	• Development of a standalone trauma-informed sexual misconduct policy which is written in survivor-centric language. • The University will ensure that a "fit for purpose" support structure exists around student wellbeing, and that students are aware of the relevant resources available both internal and external to the University. • Development of a plan that delivers a programmatic approach to student/staff training, and identifies existing resources and communications campaigns to reinforce key messages of education programs. • Development of a framework for a central reporting system to assist both students and staff with disclosures and reporting.
Swinburne University	All recommendations accepted	http://www.swinburne.edu.au/media/swinburneeduau/media-centre/images/news-articles/university/Swinburne-University-of-Technology-Summary.pdf	• New consent training has been developed for students, to complement existing programs. The training aims to promote positive behaviours that encourage healthy, respectful relationships. • All Swinburne Resident Advisers have completed the new Consent Matters training and from Semester 2, 2017 it will be mandatory for all new residents. • The Swinburne Safer Campus and Respect Now Always Steering committees have now evolved into the Respect Now Always Taskforce with student and staff representatives across the University. This Taskforce is actioning the nine recommendations arising from the UA/AHRC survey report. • The Child Safety Working Group was established to implement the WWCC requirements. Swinburne was the first Victorian university that introduced mandatory WWCC, applicable to all staff, including existing, new, prospective, agency and volunteers. • 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 whereby all SSL staff, student advocates, club committee members, club event planners, all clubs and sports team participants for University games, overnight recreation trips and leadership volunteers to have completed the training and be compliant before participating in any activities. • Swinburne student residences has a Licence Agreement and Code of Conduct, which are consistent with the university's policy on harassment,	• Extend specialised first responder training to other staff and students who are identified as more likely to receive a disclosure of sexual harassment or assault. • Improving the visibility of how to report an incident and the support services available. • Educating students about the consequences of misconduct under the university's misconduct regulations. • A review and upgrade of policies, procedures and guidelines. • A review of counselling resources. • A review of residential colleges. • A further review of website information to ensure it remains appropriate and easily accessible.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			sexual harassment and student general misconduct. This enables consistent action to be taken both within the residences and the University. • Swinburne has a full on-campus health service at Hawthorn (SwinHealth) which includes access to doctors, nurses, mental health nurses and psychiatrists with all responding staff trained by ECASA. • 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. • The policies regarding the University's position on harassment and assault are available on the Swinburne website and cover bullying, harassment, sexual harassment. • 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 student website also has security and safety information. • There is a mandated formal process (RACGP Abuse and Violence Guidelines) to be followed by SwinHealth.	
University of Sydney	All recommendations accepted	http://sydney.edu.au/dam/corporate/documents/about-us/values-and-visions/respect-now-always-report-university-of-sydney.pdf	**Safer Communities Advisory Group** • Established in 2016 the Safer Communities Advisory Group has representation from all student organisations, staff and residential colleges. The Advisory Group reports directly to the Vice-Chancellor's Student Consultative Committee and functions as a channel to consult with students on policy matters, programs and safety campaigns relating to student experience and welfare. **Leadership statement on website** • Information about safer communities' work is available on the University website and includes a statement from the VC about unacceptable behaviour. **Partnership with external stakeholders** • The University is taking the lead in establishing a consortium of NSW-based tertiary institutions to partner with NSW Police to explore further opportunities to improve community culture and safety, align response and support mechanisms. **Resources and information for staff and students** • Significant updates have been made to existing resources and new resources have been created to communicate information regarding best practice in policy, student support, and website information.	**Bystander awareness and community culture change strategy** • The University is reviewing options for delivery of Bystander Awareness training to determine best fit for our community and most complementary to other program components.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action

			• Website revisions include better access to resources such as the online complaints portal, support services for survivors, emergency information and procedures, sexual health and consent information as well as external links to assistance providers such as Rape and Domestic Violence Services Australia.
			
			• New resources for staff and students include:
			    ○ *Specialist advice and support for students* guide to assist staff support students in low occurrence but high stress situations.
			    ○ Fact sheet for staff: *Sexual assault
				Assisting student survivors*.
				    ○ Fact sheet for students: *Sexual assault I Support for student survivors*
				    ○ Staff video about how to respond to a disclosure of an unwanted sexual experience.
				
				Student Liaison Officers
				• Two Student Liaison Officers will be tasked with ongoing support and case management for students who have experienced sexual assault or harassment, either on- or off-campus. The Officers will be a key point of connection and linkage to the University support systems, and to ease the burden of connecting with internal and external partners. The Officers appointed to these roles are required to hold training and experience in specialist rape and domestic violence support.
				
				Responding with Compassion
				• Responding with Compassion training has been delivered widely to staff and students and will be embed in onboarding tor frontline staff from 2018.
				
				Single point of contact - 1800 SYD HLP
				• The University has established a single point of contact helpline to support survivors and bystanders when an incident occurs. 1800 SYD HLP makes it easier for students to access various levels of assistance in the event of an incident; including campus security, support services, reporting channels and external 24-hour help and an anonymous call back service.
				
				Support for Staff
				• In recognition of the impact that disclosures may have on staff themselves, the 1800 SYD HLP line was extended with linkages to specialist resources to assist staff to deal with either their own or students reporting of rape or domestic violence.
				
				Improved reporting processes
				• The University has reviewed how complaints (including reporting incidents of sexual violence) and investigations are managed. Policy and procedures have been compassionately updated to reflect the needs of student survivors of sexual assault and to allow investigations to be undertaken in a timelier fashion, while preserving the principles of due process and procedural fairness.
				
				• Specially trained case managers prioritise complaints about an unwanted sexual experience, and contact the complainant within 24 hours. Other improvements include the establishment of a 'call-back' mechanism for	

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			students and the introduction of multiple reporting channels, including via 1800 SYD HLP, online submission, the University app and a direct phone call. There are also facilities for online reports to be made by a member of staff who is assisting a student. **Consent education** • The University has adopted Epigeum's *Consent Matters* as a learning tool for students to understand the nature of sexual consent. The module will be compulsory for all commencing students from Semester 1, 2018 through Canvas, and be actively promoted during all orientation activities. All current students are encouraged to complete the module via the University's website.	

Southern Cross University	All recommendations accepted	https://www.scu.edu.au/media/scueduau/about/vice-chancellor/documents/Southern-Cross-University-Summary-Tables-V2.pdf	• Installation of 560 security cameras at the Lismore and Gold Coast campuses in league with an upgrade of environmentally sensitive lighting.
			
			• Close liaison with the security office on all campuses regarding the selection, training and gender balance of officers who will attend students and staff.
			
			• A complete overhaul of the liquor licensing rules which pertain on campus; especially in relation to the SCU Unibar and its closing times.
			
			• Wallet-sized cards printed for all colleagues (staff and students alike) which contain every emergency number essential for referrals of urgent cases involving sexual harassment or violence.
			
			• Improved website keyword searches; and a proactive chat service has been introduced across the library webpages and library MySCU allowing students to immediately and anonymously report any situation via a chat box.
			
			• Increased numbers and hours served by library rovers (with appropriate training).
			
			• The SCU App has been progressively developed and upgraded to incorporate all safety contacts, protocols and campus maps, and now also features the new 24-hour 1800 572 224 hotline for sexual assault available nationally.
			
			   o Safety audits completed for all residential accommodation.
			   o Refocused residential college orientation, incorporating additional sessions (supported by external specialists) dealing with drug and alcohol use; sexual assault awareness; and wellbeing and safety.
			   o Subscription to the best available digital self-help course entitled "Responding to disclosures of sexual violence".
			   o Consent Matters online training modules made available to all students through Blackboard.
			
			• Additional training for front-line staff:
			   o the Counselling Services team have had training by specialist sexual assault counsellors from the local health services to increase the currency of their skills; and
				• Undertake an audit of University Counselling services, particularly regarding accessibility for students across all campuses / studying externally and scope (*audit underway*).
				
				• Implement a whole-of-university framework of reporting through identified contact officers / first responders and ensure centralised reporting of sexual harassment / sexual assault complaints (*in progress*).
				
				• Develop clearer protocols with the University's residential college provider to deal with incidents of sexual assault (*in progress*).
				
				• Develop better understanding of and responsiveness to safety and cultural factors affecting students staying at residential colleges (*2018*).
				
				• Improve information flows and communication for different student cohorts via Orientation sessions, consultative forums with representative groups, and on-campus, web and social media strategies etc. (*ongoing*).
				
				• Develop a strategy to rollout the existing training and identify any new training needs of key student cohorts and staff (*2018*).
				
				• Identify gaps in services and where improvements are needed across the student safety spectrum (*in progress*).

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			o training for Library staff to deal with all types of harassment, including aggressive behaviours and communication. • Creation of an ongoing Student Safety Taskforce; Chaired by the Deputy Vice Chancellor (Academic). Its Terms of Reference includes implementing initiatives from the Australian Human Rights Commission Report. • Revised policies including the Harassment, Bullying and Discrimination policy and the Student Misconduct Rule (with "sexual harassment/sexual assault" explicitly incorporated into definition of non-academic misconduct). • Regular reporting to Vice Chancellor's Group and the University Council about student safety matters.	

University of Sunshine Coast	All recommendations accepted	https://www.usc.edu.au/media/19139607/uscrna.pdf	• Providing ongoing training to staff in responding appropriately to disclosures or sexual assault and harassment, and in recognising and responding to students in distress with support from the local specialist sexual assault services.
			
			• In partnership with the Student Representative Council over 50 students have been trained as 'Consent is Sexy' ambassadors, to help raise the visibility of and conversations around consent, respect and healthy relationships at University events.
			
			• A review of existing policies, practices and service provision related to matters of student sexual harassment and assault, and ratifying a new Sexual Harassment Prevention Policy, procedures and guidelines in responding to disclosures of sexual assault.
			
			• Emails and posters around campus advising students that support and help is available for anyone who has experienced or witnessed sexual assault or sexual harassment.
			
			• Prevention and intervention content into the student diary.
			
			• Screening the American film, Hunting Ground, which highlights the problems of sexual assault and sexual harassment in university settings in the United States.
			
			• Delivery of a student forum, consisting of a panel of staff and student representative, chaired by the Student Rep council, VC (Students) and PVC (Students) to facilitate discussion and questions from students in relation to sexual assault on campus.
			
			• Development of protocols and resources around responding to disclosures of sexual assault for privately owned student residential accommodation centres.
				• A UniSafe app for students that provides personal safety tips and access to University Security and a web page that provides practical advice and support to students.
				
				• Implementation of *Consent Matters* online training, including strategic and purposeful customising of the course to embed into existing programs/pathways:
				  o Higher Degree Research student onboarding,
				  o Guild Directors,
				  o Sporting Clubs,
				  o Student Groups,
				  o LGBTIQA+,
				  o International Students.
				
				• *Consent is Sexy* logo to be supported and displayed on University sporting team uniforms.
				
				• Implementation of Safer Communities Framework to coordinate institutional wide initiatives that contribute to a culture of safety and respect.
				
				• Bystander intervention training for students and staff.
				
				• Apply principles of informed consent to accepting and recognising the Student Charter, Rights and Responsibility document.
				
				• Signing off a formal MOU between local student residentials and USC on responding to and reporting disclosures of sexual assault.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			• Training of student leaders, Student Representative Council and Tier 1 staff in responding to distress and disclosures of sexual assault. • Purchase of '*Consent Matters'*, online training module and mandatory completion of this model for all wellbeing staff. • On-campus Sexual Violence Awareness Month campaign run in conjunction with the local sexual assault services. • Updating of University website including additional information about reporting, responding to disclosures and support services available. • Partnership with the student White Ribbon Group activities to include Sexual Violence awareness and resources. • Provision of slides to academics to include in lecture material, and face-to-face lecture presentation in Enabling courses, advertising on-campus support and counselling services that are available. • A partnership with the Queensland Police Service and Neighbourhood Watch-run 'Student Watch' at Sippy Downs. • Development Staff and Student Codes of Conduct and Student Charter, that align with the objectives and expectations outlined in the new Sexual Harassment Prevention Policy.	
University of Tasmania	All recommendations accepted	http://www.utas.edu.au/neverok	• The '#NeverOkay' campaign which is a partnership between the university and the student union – specific joint and co-sponsored events are run with TUU. • Existing senior leadership provided by the Deputy Vice Chancellor (Research) who chairs the University's Equity Committee and by the University's Executive Director, Student Experience, who play key roles and lead the University's development of *Respect. Now. Always.* This level of leadership has also been integral in establishing the University Community Care initiative which involves directors from across the Human Resources, Commercial Services and Governance and Legal portfolios. This initiative aims to develop a cross-institutional, consistent and timely approach to the management of a range of behavioural issues impacting the University community. • The University of Tasmania is included in the Victorian Vice Chancellors Committee (VCCC) and participated in a roundtable meeting of the VCCC and Victorian Police in early October (represented by Pro-Vice Chancellor (Culture and Wellbeing) and plans for ongoing engagement with this group. • The University continues to work closely with Tasmanian Police and other community organisations providing support and guidance in the domain of sexual assault and sexual harassment.	• Current Dean of law Professor Margaret Otlowski will become the Pro Vice-Chancellor for Culture and Wellbeing and will lead the review and response to the survey findings. • The Pro Vice-Chancellor (Culture and Wellbeing) will focus on initiatives that build a safe, just and equitable University community that is true to the University's Statement of Values. • Establishment of the Senior Advisory Body for the University of Tasmania is underway and is due to meet in 2018/; it will build on the strong initiatives led by the University's Equity Committee. Membership and function to be informed by the Banks/Rosenthal Review of policies and procedures commissioned in July 2017 with report due in November 2017. • Public reporting on the University's progress towards implementation of these recommendations will occur by January 2019 with annual reporting to follow, via the Advisory Body. • The University is trialling a one-year licence of two training units addressing sexual assault, harassment and responding to disclosures of violence. These units will be issued to selected staff and student groups in accordance with identified priority areas, with a specific focus on those working/living in the University's accommodation facilities and HDR supervisors and HDR

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			• The University engaged specialist external consultants (former Tasmanian Anti-Discrimination Commissioner Robin Banks and Indira Rosenthal) to work in partnership with the University to provide an independent and expert review of the University's existing approach to sexual assault and harassment and evaluate its proposed future directions, including a set of recommendations for next steps, based on that review and good practice. • An internal review of key University Ordinances dealing with policy and procedures related to misconduct is underway, with an interim report to be delivered to the University of Tasmania's Academic Senate in November 2017. • Two online modules have been purchased with a view to rolling these out to the University community over the coming year. The initial pilot roll-out has focussed on the identified 'hot spots'- students and staff in residences, student representatives and leaders, key staff groups across the Student Experience portfolio, Work Health and Safety, and the Higher Degree Research community. • Key staff groups have been asked to complete the *Responding to Disclosures of Sexual Violence* module which provides a basic introduction to skills and processes required to appropriately manage any disclosure of assault and/or harassment. • Students have been asked to complete the *Consent Matters* module which focuses on appropriate relationship boundaries, bystander interventions and clarifying support options. The feedback and evaluation of the initial provision of these modules to the groups identified will inform the further roll-out plan for education for all staff and students moving forward. • Additional face-to-face training by external sexual assault support agencies has occurred to complement the online modules provided to key staff in the Student Experience (including residential support staff) and Student Union portfolios building on past 'in house' training offered to staff and students by counselling staff. • The *Respect. Now. Always* campaign has been connected with the existing MySafety University reporting software system, to enhance the visibility and ease of reporting of incidents of sexual assault and/or sexual harassment for students – http://www.utas.edu.au/students/shw/safety-respect. • Other initiatives that are underway include: o Revitalising the Behaviour Contact Officer Network (BCN) of staff, o Residential staff have already been trained both online and face-to-face, o Counselling staff are ongoing in their training and now offer this to other University staff/students, o Student Advisers (particularly International Advisers) participate in training.	candidates. • Based on recommendation 10. Residential services have been asked to examine current procedures and processes and the scope of this review is in keeping with the recommended terms of reference.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action

University of Queensland	All recommendations accepted	https://respect.uq.edu.au/survey	• Worked in partnership with the UQ Student Union to develop education and awareness campaigns to focus on prevention and appropriate responses to disclosure.
			
			• This work is ongoing and the SMS Unit and its focus is:
			  o To provide a supportive and safe place for students;
			  o Ensuring appropriate psychological and academic adjustments for survivors are made;
			  o Raising student awareness and engagement around sexual assault and misconduct;
			  o Delivering training and support to the UQ community;
			  o Developing strategic prevention techniques; and
			  o Liaising collaboratively with internal and external stakeholders to ensure best practice.
			
			• Established a Sexual Misconduct Support Unit. The Sexual Misconduct Support Unit is committed to ensuring that the work and study environment for all employees, students and volunteers is safe, respectful and free from all forms of sexual violence, assault and misconduct.
			
			• The Unit assists students with:
			  o academic support (accessing extensions and special considerations);
			  o advice on housing and financial support;
			  o emotional support and counselling; and
			  o information about how to report experiences of sexual assault and misconduct to the University.
			
			• Established the First Responder Network of 40 people by 2017, coordinated by the SMS Unit. The First Responder Network is made up of members of the UQ Community. First Responders provide a safe and supportive environment to survivors of sexual assault and misconduct can receive information on the support services that are available.
			
			• Introduced the *Consent Matters* online training module to educate UQ students and staff on sexual assault and sexual harassment in August 2017.
			
			• A comprehensive new policy and supporting procedures to prevent and address cases of sexual assault and sexual harassment at UQ was introduced in October 2017.
			
			• Review / audit of counselling services ensured that we had the skills and availability to deliver support to students. This led to the creation of the SMS Unit. This review was noted by the Sexual Assault Working Group.
			
			• The Sexual Assault Working Group guided the development of UQ's work in this area from 2016-17. It has been agreed that this will be replaced by a VC Advisory committee which will be in place in 2018.
				• Will continue to work with key partners and stakeholders in developing the education campaigns for 2018 and beyond. This will be led by the Sexual Misconduct Support Unit.
				
				• Continuous improvement of the SMS Unit and its influence in this area.
				
				• Continue to grow the FRN to ensure coverage of FRN members across faculties, campuses and central departments at UQ. We will also seek to add other members of the UQ community to the FRN as appropriate.
				
				• We will promote and support specific groups of the UQ Community to participate in the *Consent Matters* module as well as the delivery of a blended training program, targeting student leaders, residential assistants, vulnerable groups and clubs and societies.
				
				• Review the policy and procedures based on feedback from staff and students who have used the new policies and procedures. There are two review points scheduled for 2018 and the implementation of the new policy and procedures will also be reviewed.
				
				• A review of the SMS Unit will take place before the end of 2018 to ensure that we continue to meet the needs of the community, including the psychological support.
				
				• The Sexual Assault Working Group has completed its terms of reference and the new VC Advisory Committee will continue to ensure UQ delivers on the recommendations from 2018 onwards.

University of Western Australia	Unclear		• Creation of Safety on Campus working group comprising University and Student Guild leaders was formed to coordinate reviews and develop an action plan to respond.	• Continued improvement of support services and processes, partnering with subject matter experts to review and confirm approach where appropriate.

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			• Action plan developed and deployed across four work streams: policy and process; prevention and cultural change; services and support; and training and education. • Improved support services were made available and the type and availability of support services is subject to ongoing assessment. • A dedicated website was developed and implemented that houses support information and resources, including simpler ways to disclose incidents. • Processes to report incidents of sexual misconduct have been improved, supported by a review of policies and processes. • Lighting survey reports and campus safety zone assessments have been incorporated into campus planning activities. • Joint screening of the Hunting Grounds between the university and the Student Guild. • Mobile phone card holders with emergency numbers were issued. • 'Ask for Angela' deployed at the tavern.	• Deploy training and education programme through orientation in 2018. • Further develop culture change programme. • Further amendment to policies and procedures, ensuring the digital and social spheres are considered where appropriate. • Further align policies and procedures with affiliated colleges. • Implement system to better capture incident disclosures, track management and provide improved reporting. • Expand the 'Ask for Angela' initiative or similar initiatives to Guild affiliated clubs and events. • Refine and respond to CCTV 'black spot' audit. • Improve training for security staff. • Continued staff training to better detect and respond to incidents, as well as specialist training for frontline staff.
UTS	All recommendations accepted	https://www.uts.edu.au/sites/default/files/UTS%20data%20including%20survey%20methodology.pdf	**Leadership and governance** • UTS has a Prevention of Sexual Assault and Harassment Working Group, led by a dedicated Project Officer for the Prevention of Sexual Assault. This working group is looking at key areas such as education and awareness. It is led by the Provost, supported by a dedicated project officer and reports to the Vice-Chancellor. In addition, a Concerning Behaviours and Intervention Team (CBAIT) brings together representatives from a range of support units around the university, meeting fortnightly or as needed. • A Student Consultative Group has been established, with diverse representation, to ensure ongoing dialogue with students relating to sexual assault and harassment initiatives. • Preliminary discussions with government departments responsible for transport and education have taken place, to look at opportunities for collaboration. • Student rules have been amended, to specifically include sexual assault, indecent assault and sexual harassment as types of misconduct, and linking these specific behaviours to possible penalties including expulsion and rescission of academic awards conferred by the university. **Changing attitudes and behaviours** • Representatives from all ActivateUTS clubs receive training in identifying, preventing, reporting and responding to sexual assault and harassment.	

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			• Mandatory student education around consent is planned for 2018. • An ongoing calendar of student-focused communications has been developed regarding topics such as sexual consent, bystander behaviours etc. • UTS has updated onboarding resources for new staff, promoting a zero tolerance culture around sexual assault and harassment and reporting responsibilities. • Our Equity & Diversity Unit provides a confidential grievance resolution process for students or staff who experience harassment or discrimination. • The Student Services Unit provides counselling services for students. • We have established a 24/7 UTS trauma-informed Sexual Assault Support Line on 1800 531 626. • We have refocused our 24-hour security guard engagement on early intervention – to prevent rather than react to incidents. A security officer patrols the precinct by bicycle from 6pm to 6am, allowing fast response. The hours of our Security Shuttle Bus service, in place for a decade now, have been expanded by two hours to 2am. Our security team meets regularly with local and specialist police units. CCTV monitoring of the UTS precinct has been expanded from 12 hours to 24 hours, 7 days a week. **University responses to sexual assault and sexual harassment** • We have introduced an online portal for those who wish to make a disclosure about sexual harassment or sexual assault but prefer not to do so in person, on campus. • Formalised MOU with Relationships Australia NSW, a new way for students to self-select a counsellor through a separate online service that lists UTS counsellors and more than 100 other professionals. • We have increased the number of counsellors trained in responding to trauma to the equivalent of 11 full-time positions. They now include a social worker with a background in sexual health. • Emergency numbers will be included on the reverse of newly issued student and staff cards from 2018. • We plan to provide specialist training for students and non-clinical staff who may receive disclosures of sexual violence so they can not only respond with knowledge and compassion but also manage their own health and wellbeing. **Monitoring and evaluation** • We are using the expertise within our Design Innovation Research Centre to examine student-informed ways of improving the experience of reporting incidents of sexual assault and harassment and accessing support.	

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			Residential colleges and university residences • All members of the UTS Housing Resident Networker program receive Sex and Ethics training. Our biennial UTS Housing survey has been updated to help us understand the extent of residents' awareness of UTS support services.	
Victoria University	All recommendations accepted	https://www.vu.edu.au/sites/default/files/vu-respect-now-always-institutional-report.pdf	• VUSafe App, which includes features such as an emergency alert, virtual friend walk and the ability to request a security escort or track the VU Shuttle Bus.	• The provision of specialist training as first responders for 39 security staff in how to respond to sexual assault or to family violence on campus. Another 20 security staff are scheduled for the next round of training. • Establishment of Safer Community, a central point of enquiry, response and support for concerning, threatening or inappropriate behaviours. • Raising awareness and educating students on matters concerning personal safety and wellbeing, while also working collaboratively with student clubs and unions.
Western Sydney University	All recommendations accepted	https://www.westernsydney.edu.au/__data/assets/pdf_file/0010/1267948/Institutional_Report_-_National_Report_on_Sexual_Assault_and_Sexual_Harassment_at_Australian_Universities.pdf	• Implemented a *Respect. Now. Always.* Student Ambassador program to raise awareness across our campuses about what constitutes sexual assault and sexual harassment, and how to report these offences. • Dedicated staff appointed to assist with the coordination and implementation of the University's responses to *Respect. Now. Always.* • Taskforce established to implement all nine recommendations from the landmark National Report on Sexual Assault and Sexual Harassment at Australian Universities. This oversees the implementation of a range of education and support initiatives across the University and monitors and evaluates their effectiveness. Inaugural meeting held in early December 2017. • Assessment conducted to identify staff members and student representatives most likely to receive disclosures of sexual assault and sexual harassment. • Student Ambassadors, student leaders and Women's Officers provided with information regarding accessing the Counselling Service for debriefing and information about 1800RESPECT. • Increased the number of 'same day' counselling appointments for four-weeks from 1 August 2017 to ensure strong support for students and survivors of sexual assault in the period following the release of the National Report. The Counselling Service continues to offer one same day appointment each day across campuses and is responsive to student need. • Implementation of University-wide Communications Plan (including use of digital screens). • Implementation of awareness campaign (including involvement of Student Ambassadors) in relation to what constitutes sexual harassment and sexual	• Online Respect Now Always reporting portal for disclosures of sexual assault and sexual harassment. • *Respectful and Responsible* online training module to be compulsory for all students to complete. • Development of *Respect. Now. Always.* App. • Sexual Assault Support Brochure re-developed (wallet/pocket size). • Further development of culturally sensitive, targeted information provided to international students during international student orientation. • Online module specifically tailored to International/CALD/ATSI students. • All brochures and pamphlets related to sexual assault and sexual harassment translated into additional languages. • Sexual Offences Response policy developed including flowchart to direct responses by staff. • Undertake review of all policies and procedures related to sexual assault and sexual harassment to ensure the use of inclusive language. • Continue to deliver training by the Gender Violence Research Network – general information sessions, First Responder training and specialist trauma-informed training for the Counselling Service. • Student Services, Badanami, Chaplaincy, Student Engagement and Student Central staff to complete training in Responding to Disclosures of Sexual Offences.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			assault. This included presence of Student Ambassadors at the University's Open Day, Spring Fair (across 6 campuses) and Diversity Fest (across 7 campuses). • Establishment of *Respect. Now. Always.* webpage with information specifically for International students, LGBTIQ students and students with a disability. • Establishment of *Respect. Now. Always.* Ambassador Facebook page. • Universities Australia posters distributed widely across the University. • Posters developed by Student Ambassadors displayed on all campuses. • Editorial in the student newspaper (W'SUP) to raise awareness of sexual assault and sexual harassment, how to report and the supports available. • Development of a brochure: *Sexual Assault Support for Students and Staff.* • Implemented *Sex, Safety and Respect* training for first-responders, students, and residential college staff. • University counselling staff completed trauma counselling. • Delivered bystander intervention training. • Respectful Relationships training provided for Residential Assistants. • Respectful Relationships training provided for all managers and students attending the University Games. • Provided a peer mentoring program for participants in the University Games. • Commenced delivery of training by the Gender Violence Research Network – general information sessions, First Responder training and specialist trauma-informed training for the Counselling Service. • *Consent Matters* available on student portal for voluntary completion by students. • Provided International student safety sessions. • Developed a wallet-sized resource for international students containing information on sexual assault and harassment, translated into five languages, with cultural sensitivity, as well as holding information sessions for international students. • External relationships developed with NSW Police and NSW Health across three geographical locations.	• First Responder and Bystander intervention training specifically delivered to representatives from the ALLY Network and Queer Collectives. • In conjunction with Campus Safety and Security, 'Ask Us' assistants to be trained in consent, sexual harassment and responding to disclosures of sexual assault. • Bystander intervention training to be delivered to University Games Student Managers and students. • Pop-up *Respect. Now. Always.* stalls planned across campuses. • Strengthened partnerships with local cultural and ATSI community supports such as the Transcultural Community Mental Health Service and NSW Police.

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Wollongong University	All recommendations accepted	http://media.uow.edu.au/content/groups/public/@web/@media/documents/doc/uow236020.pdf	**UOW Safe & Respectful Communities** • UOW is committed to preventing sexual harassment and assault. One incident is too many. We take a "support first" approach to any report of sexual harassment or sexual assault. **Proactive & preventative measures** • SafeZone App protecting students and staff safety was developed at UOW and has been rolled out to all Australian campuses. • Security escort service provided for staff and students at main campus to their car/public transport, plus 24-hour security response. • 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 are Never OK. • UOW accommodation has enhanced its residents' education campaigns, including an indication module with information about behavioural expectations and sexual consent. • In-house expert-led First Responder Training provided to front line and academic staff (80 staff trained to date). • Review of accommodation services planned for early 2018. • Training and induction program for Mature Age, PASS and Learning Coo-Op Peer leaders has been updated to include information on UOW's Sexual Assault & Sexual Harassment Service and about responding to disclosures of sexual assault and sexual harassment. • International student orientation program includes information on sexual assault and sexual harassment, support services and consent. • Student orientation booklet includes information on UOW's sexual assault and sexual harassment and responding to disclosures and support services. • MATE program implemented with four workshops including three at regional campuses. MATE bystander Program aims to address cultures that nurture gender inequality and how to speak out. **Responding to reports of sexual assault** • 1300 Sexual Assault and Sexual Harassment Support Hotline established for confidential disclosures and support processes. • Counselling Service available for students providing triage and prioritised appointments for students: o Access to priority appointments on an hourly basis to respond to incidents and employs a specialist counsellor experienced in sexual assault and trauma therapy,	**Future areas of improvement** • Action plan for implementation of all AHRC report recommendations. • Expert-led, thorough review of policy framework for sexual harassment and sexual assault. • Rollout of consent training to all students. • Continue to build partnerships with student groups and networks for feedback and joint communication and education initiatives. • Provision of additional material for HDR supervisor and student induction training. • Further embed in inductions for staff and orientation for students. • Additional staff training online modules to be explored. • Review benefits of UOW White Ribbon accreditation for all of campus culture change. • Prevention campaigns to be planned for 2018.

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			o A new "triage" specialist to assess and support students following an incident, ensuring highest priority cases are attended to within 24 hours. • Audit of counselling and support services planned for December 2017. • Employee Assistance program available to staff. • Strong referral networks with local support providers (violence, Abuse and Neglect Service (VANs), Rape Crisis Centre) and local law enforcement. • Additional counselling and complaints resourcing in place for the release of the AHRC survey and report. • UOW Wellbeing provides free Mental Health First Aid training to all UOW students and staff and now incorporates elements of the MATES (Mentors in Violence Prevention) program, *Consent Matters* and Step UP Bystander programs. • Support packs available for people disclosing incidents with information on support services and investigation processes. **Cultural change** • Compulsory EO online module for all staff which includes information about respectful behaviours and unacceptable behaviour of a sexual nature. • Revised *Responsibilities, Rights, Respect* (RRR) online module available for students including information on topics related to harassment and discrimination. • *Consent Matters* module purchased and rolled out for students and the wider community. Over 650 students have completed the module since August 2017. • Consent matters and RRR modules are currently being evaluated with a blended module currently being considered based on student consultation and user feedback. Over 100 students consulted through focus groups. • All international students were provided with information on *Respect. Now. Always.* • All students on the UOW App are provided information on the Respect Now Always Campaign and UOW's Support First model via the Student Support Advisor's Channel. • The Full Stop Foundation's workshop 'Ethical leadership to prevent gender biased violence on campus' provided to key staff and student leaders in UOW residences. **Procedures and processes**	

University	Recommendations accepted?	Link to institutional level survey data	Action already taken (as at December 2017)	Proposed/future action
			- Inaugural Safe and Respectful Communities Advisory (SARCA) Group will meet before year end to commence implementation of the AHRC recommendations. Terms of reference are on the UOW website. - Interim review of policy framework for sexual harassment and sexual assault completed including revisions to the Sexual Harassment Prevention Policy and the Close Personal Relationships Guidelines. - Review and improvement of website information about sexual harassment and sexual assault including information about: definitions, consent, bystander action, seeking support and making a complaint. A dedicated Respect Now Always website has been created and substantial amendments made to the Counselling and Wellbeing websites. - Consultation with UOW subsidiaries to facilitate the alignment of key policies (UOW Pulse and UOWE). - Face-to-face or email briefings on the importance of this issues run with community stakeholders including: local police, local health sector, Alumni, Local MPs. - Continually improve support and investigation services (e.g. single point of contact/trauma-skilled support and investigation). - Single point of coordination being implemented: SARCA manager position under recruitment. - Single point of contact for disclosures and support intervention through Triage/Sexual Assault and Sexual Harassment Specialist – including Support-First Plan for student disclosing sexual assault and sexual harassment. - Process improvements shared across all UOW entities: College and UOWPulse. - Work Integrated Learning Advisory Group have formulated recommendation for preventing and responding to incidents of sexual assault and sexual harassment occurring in the context of work integrated learning.	