

Recommendation no.	Action taken since last milestone report in February 2019	Planned/future action
<p style="text-align: center;"><b>1</b></p> <p><i>Vice-Chancellors take direct responsibility to implement recommendations, including decision-making and monitoring and evaluation of actions taken. Establish an advisory body. Develop an action plan.</i></p>	<p>The University of Adelaide adopted all of the recommendations of the AHRC 'Change the Course' report and established the Respect. Now. Always. (RNA) Taskforce (Sept – Dec 2017) to review them. The Taskforce, consisting of staff, students, a Colleges representative and a Sexual Violence specialist, developed a 65-point action plan which was endorsed by Senior Management. In addition to the AHRC recommendations, the action plan addressed recommendations made by Universities Australia, the Council of Australian Postgraduate Associations (CAPA), and the Equal Opportunity Commission (SA).</p> <p>As of July 2019, 64 of the 65 actions from the RNA Taskforce had been addressed, representing 98.5% completion. The final action, an independent audit on progress towards implementing the 2017 EOC recommendations to prevent and respond to sexual harassment and sexual assault at the University of Adelaide, was completed in October 2019.</p> <p>Following completion of the RNA Taskforce Action Plan, the University of Adelaide has moved to the term 'Safer Campus Community'.</p> <p>The University continues to address and report on Safer Campus Community activity via the following channels;</p> <ul style="list-style-type: none"> <li>• A regular update on activity to Vice Chancellor's Executive (8 meetings per year), as part of the Portfolio Reports</li> <li>• A Safer Campus Community Update paper is submitted to every University Council meeting (usually 8 meetings per year)</li> <li>• An annual Student Behaviour and Conduct Report, with a particular focus on Sexual Assault and Sexual Harassment, is provided to Vice Chancellor's Executive, Audit, Compliance and Risk Committee and University Council.</li> <li>• Reports to various Council Committees of Committees of the University, as requested.</li> </ul>	<p>Staff from the Office of Academic and Student Engagement, Student Life and Student Affairs continue to meet regularly to;</p> <ul style="list-style-type: none"> <li>• develop new communications and resources</li> <li>• review existing materials and processes</li> <li>• continue further work on action plans and recommendations; and</li> <li>• discuss and incorporate student feedback.</li> </ul> <p>Engagement with students, Legal &amp; Risk, HR, the Adelaide University Union, AU Sport, faculties, Adelaide Graduate Centre, External Relations/Media team and other stakeholders is undertaken as required.</p> <p>Regular reporting will continue to occur through current channels, as will cooperation with Universities Australia and participation in audits, surveys and public reports.</p> <p>Following the recent Independent Commissioner Against Corruption (ICAC) statement about an investigation (Misconduct by the Vice-Chancellor of the University of Adelaide), the University has committed to a set of 8 recommendations made by the Commissioner. This includes reviews of policies, procedures and guidelines relating to sexual harassment and sexual assault, education programs for staff and record keeping. A Steering Committee chaired by an Executive Dean has been established to lead this work.</p>

<p style="text-align: center;"><b>2</b></p> <p><i>Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that includes education programs, and identifies existing resources and communications campaigns that reinforce key messages</i></p>	<p><b>Training</b></p> <p>The University currently offers and/or promotes the following training;</p> <ul style="list-style-type: none"> <li>• Consent Matters (Yes Means Yes) <ul style="list-style-type: none"> <li>○ included in induction for all new staff</li> <li>○ available to all students</li> </ul> </li> <li>• Understanding the Context for Sexual Violence <ul style="list-style-type: none"> <li>○ included in induction for all new staff</li> </ul> </li> <li>• Equal Opportunity (EO) induction course <ul style="list-style-type: none"> <li>○ included in induction for all new staff</li> </ul> </li> <li>• First Responder training (Building your understanding and confidence in responding appropriately to sexual violence) <ul style="list-style-type: none"> <li>○ offered to senior leaders, front of house staff, student support staff and student leaders</li> <li>○ available for groups on request via Yarrow Place in collaboration with the University’s specialist sexual violence counsellor</li> </ul> </li> <li>• Walk in Rainbow Shoes (LGBTIQ inclusion) <ul style="list-style-type: none"> <li>○ available to staff and students</li> </ul> </li> <li>• ALLY Training (for those wanting to join the ALLY network) <ul style="list-style-type: none"> <li>○ available to staff and students</li> </ul> </li> </ul> <p>All commencing undergraduate students are now routinely enrolled in Consent Matters online training, they receive an invitation to join the course and receive reminders that it needs to be completed. In July 2019, a staff member from the University of Adelaide participated in a review of the Consent Matters module with Epigeum (the provider), with a view to improving the content for the Australian Higher Education context.</p> <p><b>Resources</b></p> <p>The ‘Safer Campus Community’ website was developed as a one-stop-shop for staff and students. Over time it has been reviewed and updated in consultation with students and Yarrow Place. It covers:</p> <ul style="list-style-type: none"> <li>• What constitutes sexual harassment and sexual assault;</li> <li>• The context in which sexual violence occurs and reasons why;</li> <li>• Who are the likely victims and who are the likely perpetrators of sexual violence;</li> </ul>	<p>University staff are currently investigating the best way to utilise staff education modules released by Universities Australia as part of its commitment to the Respect. Now. Always. 10-point Action Plan. A review of staff training will also be undertaken as part of the University’s response to the ICAC recommendations.</p> <p>The format and content of student training is being considered to incorporate best practice and encourage high participation. Ideally, student training about consent will be made mandatory (with exclusions available on request), however this is challenging to implement.</p> <p>The University’s policies and procedures will be reviewed at appropriate intervals or as updates are required (i.e. when Good Practice Notes or other guidelines are released by external agencies). Policies, procedures and guidelines relating to staff will be undertaken as part of the University’s response to the ICAC recommendations.</p> <p>The University continues to promote Safer Campus Community activities and messaging via a wide range of channels. Resources are regularly being updated when new information becomes available or when feedback is received from staff, students or external agencies.</p>
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- Myths and misconceptions about sexual harassment and sexual assault;
- Services available for complainants or victim-survivors;
- Formal and informal reporting mechanisms (internal and external to the University);
- Consequences of reporting an incident of sexual violence for the complainant, victim-survivor or perpetrator;
- What to do and how to support someone who has disclosed an incident of sexual harassment or sexual assault;
- What can be done to prevent sexual harassment and sexual assault;
- University policies and procedures in relation to how an incident of sexual harassment and sexual assault will be managed and including the range of possible outcomes for an alleged perpetrator.

Recently, specific information about Sexual and Domestic Violence has been added, along with Cyber Safety.

**Policies and Procedures**

On 20 July 2018, Universities Australia released Guidelines for University Responses to Sexual Assault and Sexual Harassment. The Guidelines included principles to guide policy responses, key information a policy should include, and other things to consider. Following the release of these guidelines, the University of Adelaide committed to developing a standalone sexual assault and sexual harassment policy and procedure.

Per the University’s standard policy development process, students and staff were provided with an opportunity to comment on the draft policy in June 2019. The policy was finalised in November 2019 and the Student Sexual Assault and Sexual Harassment Prevention and Response Policy and Student Sexual Assault and Sexual Harassment Prevention and Response Procedure have been published along with an accompanying Flowchart. Since its first release the University commissioned the Equal Opportunity Commission to provide an independent assessment of the Policy and Procedure.

	<p>Recommendations from this review and also TEQSA’s Good Practice Note: Preventing and responding to sexual assault and sexual harassment in the Australian higher education sector (July 2020) will be incorporated into a second release of the Policy and Procedure.</p> <p><b>Communication Campaigns</b>  The University extensively promotes the Safer Campus Community website through student/staff/all university emails, digital screens, social media, posters, postcards, in student materials (e.g. Student Guide) and promotional stalls in the Student Hub. Taglines include ‘Unwanted Sexual Behaviour is Never OK’, ‘See it? Stop it!’ and ‘Safer Campus’.</p>	
<p><b>3</b>  <i>Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment</i></p>	<p>As above, the University has a dedicated ‘Safer Campus Community’ website that provides information on reporting, support, sexual respect, unacceptable behaviour, bystander awareness, personal safety and LGBTIQ*. The website and its resources are regularly promoted via various means including online, digital screens, hub stalls and O’Week materials. The website also includes;</p> <ul style="list-style-type: none"> <li>• disclosure and reporting mechanisms internal and external to the University</li> <li>• internal and external support contacts and emergency contacts</li> </ul> <p>New students are introduced to concepts of respect, bystander awareness, consent and emergency contacts in the Student Guide, in Welcome Talks and via the Consent Matters Module.</p> <p>The three training modules outlined above (Consent Matters, Understanding the Context for Sexual Violence and Equal Opportunity induction) are part of every new staff member’s induction program, including casual staff.</p> <p>Codes of Conduct for University employees and Student Charters emphasise the display of inclusive, respectful, fair, and courteous behaviours.</p>	<p>The University will continue regular promotions and communications regarding resources, where to find information, the reporting process and available support to new and continuing students. The use of the ‘one-stop-shop’ Safer Campus Community website allows all communications to direct to a single source, making it simple for students to access information.</p> <p>Access to policies and information relevant to staff will be reviewed as part of the University’s response to the ICAC recommendations.</p>

	<p>Students have access to a male and a female Student Grievance and Conduct Advisor and advisors are also able to utilise the services of interpreters if needed. The Student Affairs team collaborate closely with International Student Support, Counselling Support and Disability Support (collectively, Student Life) to provide students with additional support as required. Student Life staff have, and continue to maintain, working relationships and referral processes for numerous external support services. Student Care (part of the Adelaide University Union) Education and Welfare Officers, highly qualified social workers, provide independent advice and information, welfare, support and advocacy services.</p> <p>In 2020, the University launched the Sexual Assault and Sexual Harassment Information Network (SASHIN); a collection of trained staff members who can provide students with information about their options relating to SASH support services and reporting processes.</p>	
<p><b>4</b></p> <p><i>Within a year, universities should commission an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment, to assess effectiveness and make specific recommendations to universities about best practice responses.</i></p>	<p>In 2017 the Equal Opportunity Commission (SA) was engaged by the University of Adelaide to undertake an audit of its systems and structures that prevent and respond to incidents of sexual harassment and sexual assault experienced by students. The EOC report found the University had the fundamental infrastructure to prevent and respond to these behaviours. Forty two recommendations were made to strengthen efforts to eliminate sexual harassment and sexual assault from the student group, and the sociocultural drivers that enable them.</p> <p>The University then committed to a progress audit as part of the Respect. Now. Always. Taskforce Action Plan.</p> <p>In 2019, the University commissioned EOC to undertake follow up audit at the end of 2019 assessing the progress the University had made in relation to the 2017 EOC recommendations. The EOC determined that a number of the recommendations from the 2017 Audit require cultural change and therefore time, to be implemented successfully. A Program Logic Model was developed to indicate the expected timeframe for</p>	<p>The University will continue to reflect and act on recommendations made in the 2017 and 2019 audits, given that some of these changes are expected to require more than two years to implement or be evident.</p> <p>When relevant the University will continue to seek external advice or audits from organisations such as Equal Opportunity Commission and Yarrow Place. All University policies and responses will draw on best practice and guidance from expert third parties.</p>

	<p>implementation for each recommendation along a continuum of change.</p> <ul style="list-style-type: none"> <li>- 'Foundations for Change' recommendations can be implemented immediately (requiring less than two years to see change).</li> <li>- 'Signs of Success' recommendations require more than two years to implement.</li> </ul> <p>The evidence reviewed by the EOC for the 2019 Audit Report clearly demonstrated that the University has laid the 'Foundations for Change' and is on track to deliver policy, process and systems changes to successfully implement all 2017 EOC recommendations.</p>	
<p><b>5</b></p> <p><i>Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual assault and sexual harassment and ensure those identified receive appropriate training.</i></p>	<p>In South Australia, Yarrow Place is the primary provider of First Responder Training via their course <i>Recognise and Respond to Disclosures of Rape and Sexual Assault</i>. Throughout 2017 and 2018 the University of Adelaide worked with Yarrow Place to deliver face-to-face training to senior management, HR staff, Student Life staff (Counselling Support, Disability Support, International Student Support), Indigenous Support staff, Professional and Continuing Education staff, Residential Support staff, Faculty staff and student representatives. These face-to-face sessions are also supported by the University's Specialist Sexual Violence Counsellor. Yarrow Place tailor the course length and depth according to the audience.</p> <p>The annual/regular turnover of students in leadership positions requires an ongoing offering of training. During COVID-19 changes in work/study routines saw an increased interest from student leaders in the provision of responding to disclosures of sexual violence (or similar) training. In mid-2020, the Adelaide University Union and Adelaide University Sport assisted in coordinating Yarrow Place training for SRC representatives, AUU Board Members, AU Sport Committee representatives and representatives from our three largest student clubs (Engineering, Law and Medicine). AUU Club Committees have been directed to complete Consent Matters training and external members (non-staff or student) have been directed to familiarise themselves with Sex and Consent</p>	<p>The University will provide access to First Responder training on an ongoing basis to ensure that current staff and students have received training.</p> <p>Participation in all other relevant training (i.e. online modules) will continue to be strongly encouraged for all staff and students.</p>

	<p>information in the context of young people (on the Legal Services Commission of SA website).</p> <p>Members of the Sexual Assault and Sexual Harassment Information Network (SASHIN) have all received First Responder Training and the establishment of SASHIN attempts to provide a clear and visible support avenue for students that may disclose sexual assault or sexual harassment. The Safer Campus Community website lists the support SASHIN can provide, training members have received and a full list of members (all Faculties are represented).</p>	
<p><b>6</b></p> <p><i>Universities should ensure that information about individual disclosures and reports of sexual assault and sexual harassment is collected and stored confidentially and used for continuous improvement of processes.</i></p>	<p>In 2018 the University implemented a central Behaviour and Conduct Register (Register) to record all incidents of inappropriate behaviour involving students, including sexual assault and sexual harassment.</p> <p>The Register captures reports made to the University from a variety of sources, including:</p> <ul style="list-style-type: none"> <li>• The Early Intervention Group – which allows staff to report and receive advice and support for managing inappropriate behaviour by students</li> <li>• The Safer Campus Community website and hotline – which allows students to report behavioural incidents</li> <li>• University Security Incident Reports</li> <li>• Direct Reports made to Student Affairs via email and phone</li> <li>• Referrals from University Counselling (where a student wishes to make a report to the University)</li> </ul> <p>In addition, the register also captures de-identified disclosures from:</p> <ul style="list-style-type: none"> <li>• University Counselling support</li> <li>• University Staff to whom students have made a disclosure</li> </ul> <p>A small group of staff, including the Director Student Life and Manage Student Affairs regularly review the register to identify any trends and resultant actions which can be taken to mitigate risks. Regular reporting is provided to Vice Chancellor’s Executive, Audit, Compliance and Risk Committee and University Council.</p>	<p>Regular reporting through the current channels will continue. Staff involved in the database maintenance and data entry will continue to refine definitions and ensure consistency across various units.</p> <p>All staff involved in capturing reports will continue to work together closely to ensure accuracy of records and minimal duplication.</p> <p>Reviews of data will continue regularly.</p>

<p style="text-align: center;"><b>7</b></p> <p><i>Within six months of this report, universities should conduct an audit of university counselling services to assess adequacy of capacity and training and undertake data collection.</i></p>	<p>The Director Student Life and the Manager Counselling Support reviewed the student Counselling Service in late 2017 in conjunction with a broader review of the Counselling Support access and triage model. In August 2017 a new specialist sexual violence counsellor position was created to complement the existing team, all of whom are experienced Psychologists and Social Workers that have completed first responder training. A triage model enables students who have experienced sexual assault or sexual harassment to have same day access to support from a qualified counsellor.</p> <p>The specialist sexual violence counsellor continues to provide ongoing professional development with the counselling team.</p> <p>In 2020 two new counselling positions were funded in response to increased student demand and waiting periods.</p>	<p>Ongoing review and monitoring of access to Counselling support will be undertaken by the Director Student Life and the Manager Counselling Support.</p>
<p style="text-align: center;"><b>8</b></p> <p><i>Universities should engage an independent body to conduct the National university student survey of sexual assault and sexual harassment at three yearly intervals to track progress in reducing the prevalence of these incidents at a sector-wide level.</i></p>	<p>The University of Adelaide will participate in the upcoming national student survey of sexual assault and sexual harassment (noting that this has been delayed due to COVID-19).</p>	<p>The University of Adelaide will continue to participate in and cooperate with all sector initiatives.</p>
<p style="text-align: center;"><b>9</b></p> <p><i>Residential colleges and university residences should</i></p>	<p>As noted in previous progress reports, in 2018 the University engaged the EOC (SA) to conduct independent audit <i>'Review of Student Residential Colleges - examining ways to address incidents of sexual</i></p>	<p>The University of Adelaide is committed to working closely with Colleges to ensure that prevention, response, training and reporting is aligned.</p>



<p><i>consider implementing report recommendations, and commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.</i></p>	<p><i>harassment and sexual assault</i>'. These findings were passed down in August 2018 including a set of 26 recommendations.</p> <p>The audit deliverables included a survey of participating provider's staff members and residents, a World Café of staff members nominated by providers and a final report outlining the key findings.</p> <p>In conjunction with the University, Residential Colleges associated with the University of Adelaide developed a Residential Student Survey that was promoted to all residents. The survey included questions on College culture, safety, support and incident reporting, with all responses remaining anonymous.</p> <p>The Deputy Vice-Chancellor and Vice-President (Academic) meets bi-monthly with College heads to ensure close communication along with alignment of policy, procedures and approaches to students matters.</p>	<p>The University will continue to review their own policy, procedure and practice in relation to University controlled accommodation.</p> <p>The University will continue to place a focus on collaborating closely with Colleges and accommodation providers that house University of Adelaide students.</p>
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