



Dr Michael Spence AC
Vice-Chancellor and Principal

24 September 2020

Kate Jenkins
Sex Discrimination Commissioner
Australian Human Rights Commission

By email: sexdiscriminationcommissioner@humanrights.gov.au

Dear Ms Jenkins,

Change the course: National report on sexual assault and sexual harassment at Australian universities

Thank you for your letter of 18 August 2020 inviting the University of Sydney to provide an update on the measures that we have implemented to fulfill the recommendations from the landmark *Change the Course* report.

The University welcomes the opportunity to provide the completed table of actions taken to implement the nine *Change the Course* recommendations (**Attachment A**), in addition to sharing with you some key achievements:

- In November 2019, the University's **Safer Communities Office** was established to build on the case management and advocacy support provided by the Student Liaison Officer (SLO) roles, active since November 2017. This included increased staff resources i.e. Manager, Project Officer, Team Leader and two additional SLOs (now four SLOs in total). In addition to establishing a relationship with local police to facilitate reporting sexual assault matters should the survivor wish to do so, the Safer Communities Office meets on a monthly basis with the Sexual Assault Service counsellors from Royal Prince Alfred Hospital, which is adjacent to our largest campus in Camperdown/Darlington.
- Continued successful implementation of the online *Consent Matters* module for all newly enrolled students. Since its implementation in 2018, 75,000 students have successfully completed this module.
- Ongoing commitment to and investment in prevention and education strategies including *Responding with Compassion* training, bystander awareness training and face-to-face *Consent Matters* workshops for student leaders. Notably, since its launch in Semester I 2019, 500 students and student leaders in student accommodation and residential colleges have attended the face-to-face *Consent Matters* workshops.
- Strong collaboration between the University and the residential colleges to support the ongoing cultural renewal process in response to the 2017 Broderick Report and the 2018 St. Paul's College report.
- A new online mandatory module for staff - *Respect in our Community* - will be launched on 29 September 2020.

On **6 October 2020**, a number of important services and products will become available, representing key pieces of work by University staff:

- Launch of two new online reporting forms to make reports of sexual misconduct for staff and members of the public. This complements the existing online reporting form available to our students and enhances the accessibility of raising these issues with the University.
- Release of the new *Staff Sexual Misconduct Policy* and *Staff Sexual Misconduct Response Procedures* to enhance reporting and support for staff survivors.
- Soft launch of support for survivors of historical sexual abuse connected with the University. The University will release its "*Guiding principles for responding to claims of historical sexual abuse*" document. The University is committed to resolving claims of historical sexual abuse in a compassionate, transparent and fair manner, in an environment that promotes respect and dignity for claimants and which treats people accused of sexual abuse fairly.

The combination of all these efforts is testament to our continuing commitment to cultural change, providing a safe and supportive environment for our students and staff, and to offering best practice responses to survivors of sexual assault and sexual harassment.

I trust this information is helpful and would be happy to discuss any aspect of our approach with you further if that would be of assistance.

Yours sincerely,



Michael Spence

Attachment A

ACTIONS TAKEN TO IMPLEMENT RECOMMENDATIONS FROM AHRC

Change the course: National Report on Sexual Assault and Sexual Harassment at Australian Universities 2017, Australian Human Rights Commission (AHRC)

ACTIONS TAKEN TO IMPLEMENT RECOMMENDATIONS FROM AHRC *Change the course: National Report on Sexual Assault and Sexual Harassment at Australian Universities 2017*, Australian Human Rights Commission (AHRC)

Change the Course, AHRC report Recommendations	
Leadership and Governance	Actions University of Sydney has taken to date
<p>Recommendation 1</p> <p>Vice-Chancellors should take direct responsibility for the implementation of these recommendations, including decision-making and monitoring and evaluation of actions taken.</p> <p>To assist and advise them in this respect, Vice-Chancellors should have an advisory body within their institution which has responsibility for guiding the implementation of the recommendations made in this report.</p> <p>The advisory body should report directly to the Vice-Chancellor of each university and include representatives from:</p> <ul style="list-style-type: none"> • the university's senior leadership • the student body • academic staff • residential colleges affiliated with the university • student services, such as: counselling services, medical services and campus security, and • frontline sexual assault services. <p>The advisory body should be responsible for developing an action plan for the implementation of these recommendations. The development of an action plan should involve broad and extensive consultation with all relevant stakeholders from the university community and, where relevant, the wider community. The advisory body should also seek independent expertise where relevant and draw on existing research and best practice.</p> <p>The advisory body should assess and publicly report on the university's progress towards implementation of these recommendations within 18 months of the release of this report. From then on, public reporting on progress should occur on an annual basis.</p>	<p>In September 2016, the University established a Safer Communities Advisory Group with representation from all student organisations, as well as representatives from 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.</p> <p>The Group meets on a bi-monthly basis with out-of-cycle meetings held as needed. External subject matter experts attended and presented at Advisory Group meetings held in 2018.</p> <p>An action plan to prevent and respond to sexual violence was approved and overseen by the Advisory Group in 2018 and was continued into 2019.</p> <p>The Group continued to meet throughout 2019 and 2020. Since early 2019, the Advisory Group has been chaired by the Pro Vice-Chancellor (Student Life). Since September 2020, the Advisory Group has extended its membership to include increased staff and student representation from the University's affiliated residential colleges.</p> <p>Public reporting on the progress is documented on the Safer Communities webpage found here: http://sydney.edu.au/about-us/vision-and-values/safer-communities.html</p> <p>Planned future action</p> <p>Bi-monthly meetings will continue for 2020 and will be scheduled for 2021.</p>

Changing attitudes and behaviours	
<p>Recommendation 2</p>	
<p>Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that:</p> <ul style="list-style-type: none"> • provides students and staff with education about: behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, 'violence supportive attitudes' and bystander intervention, and • identifies existing resources and communications campaigns that reinforce key messages of education programs for dissemination to staff and students. <p>Education programs and communications should:</p> <ul style="list-style-type: none"> • 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 • be based on best practice and research • be developed and delivered by individuals and/or organisations with expertise in sexual violence prevention • be developed in consultation with university students, and • include measures for evaluating and refining the actions taken. 	<p>Consent Matters rollout</p> <p>In Semester 2, 2017, the University adopted an online educational module as a learning tool for students to understand the nature of sexual consent. Based on recommendations by the Safer Communities Advisory Group, Epigeum's <i>Consent Matters</i> module was selected. During Semester 2, 2017 all current students were encouraged to complete the module.</p> <p>In 2018, the module was implemented as a compulsory requirement for all new commencing students. In addition, all students residing in student accommodation and residential colleges were required to complete the module. Over 31,000 students completed the module in 2018. Of the students who completed the feedback survey 80% had positive or very positive impressions of the module and 75% thought it was effective in improving their understanding of the subject.</p> <p>In 2019 and 2020, the online <i>Consent Matters</i> module was continued as a compulsory requirement for all new commencing students. Over 27,000 students completed the module in 2019. In Semester 1, 2020 over 18,200 students completed the module despite the challenging times due to COVID-19. In Semester 1, 2020 88% of the students who completed the feedback survey had positive or very positive impressions of the module. The Semester 2, 2020 rollout of the <i>Consent Matters</i> module is currently underway.</p> <p>The University will continue to use Epigeum's <i>Consent Matters</i> module in 2021.</p> <p>The module is compulsory for other relevant cohorts of students such as student union club and society executives, and student accommodation and college residents. The module is available for all continuing students to complete. The module is available for staff to complete.</p> <p>In-person training</p> <p>To complement and support the online module and to provide greater understanding of consent, ethical behaviour, respectful relationships and how to intervene as a bystander, key groups of student leaders have received in-person training provided by Rape & Domestic Violence Services Australia and Griffith University.</p> <p>Over 300 students were trained through in-person bystander awareness across 15 sessions in 2018. In 2019 and 2020, 200 students completed the in-person bystander awareness training delivered by Griffith University.</p>

	<p>In addition, since Semester 1, 2019 a face-to-face <i>Consent Matters</i> workshop has been delivered to students and student leaders in student accommodation and residential colleges. In 2019 and 2020, 500 students and student leaders attended the face-to-face <i>Consent Matters</i> workshop.</p> <p>In 2019, in partnership with Rape & Domestic Violence Services Australia, a pilot program was developed and run for Higher Degree by Research (HDR) supervisors called “Ethical Pedagogical practices: Respectful supervisory relationships”.</p> <p>Planned future action</p> <ul style="list-style-type: none"> - Continued deployment of <i>Consent Matters</i> as a compulsory requirement. - Further in-person <i>Consent Matters</i> workshops facilitated by Student Liaison Officers for students and student leaders in student accommodation and residential colleges. - Further in-person training in bystander awareness. - Further training for early/first responders – <i>Responding with Compassion</i> - including for senior leaders/management. - A new “Respect in our Community” online mandatory module for staff will be launched on 29 September 2020. - Promotion to staff of Universities Australia online module on sexual assault and sexual harassment. - Engagement with the University’s employee resource networks to co-host events to increase awareness of reporting tools/procedures and available support for staff.
<p>University responses to sexual assault and sexual harassment</p>	
<p>Recommendation 3</p>	
<p>In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should:</p> <ul style="list-style-type: none"> • widely disseminate information about university reporting avenues to staff and students 	<p>Contact Channel</p> <p>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.</p> <p>The 1800 SYD HLP line is advertised on the back of all newly issued student cards and promoted through a poster and email campaign to the student body.</p> <p>Online reporting</p> <p>A new online reporting form was made available on 1 August 2018 to allow confidential disclosures of sexual misconduct. A campaign to promote the online form to students</p>

and staff was rolled out in Semester 2, 2018. Continued promotion of this online reporting portal took place in 2019 and 2020.

Enhanced staffing capability

During 2019 and to date in 2020, the number of specialist staff has been increased to provide greater support to student survivors of sexual misconduct. This has built on the work of the two Student Liaison Officers who commenced in November 2017. In November 2019, the Safer Communities Office was established, and a new Manager role was created and recruited for to run this office. In February 2020, a new Team Leader role was recruited. Most recently an additional SLO was recruited in March 2020. In total, there are now four SLOs, a Team Leader, Manager and Project Officer working within the Safer Communities Office. These staff have appropriate qualifications and professional experience to support survivors of sexual misconduct. The support provided is trauma informed and individualised to the circumstances and needs of the survivor.

Planned future action

- On 6 October 2020, the University will launch two additional online reporting forms for staff and members of the public to make reports (disclosures and complaints) of sexual misconduct. These will complement the existing online reporting form available to students to make reports of sexual misconduct. A landing page will be created on the University's website which provides detailed information about internal and external reporting procedures and support services (both internally and externally available). This landing page will contain links to each of the three online reporting forms.
- On 6 October 2020, the University will release the new *Staff Sexual Misconduct Policy 2020* and *Staff Sexual Misconduct Response Procedures 2020*. This policy and procedure have been created after extensive consultation and is aimed at enhancing reporting and support services available for staff who have experienced sexual misconduct.
- On 6 October 2020, the University will release information on our webpage in relation to supporting survivors of historical sexual abuse (in connection with the University). Detailed information will be outlined in the "*Guiding Principles for Responding to Claims of Historical Sexual Abuse*" document and support will be available through the University's Safer Communities Office.
- To support the launch of the two additional online reporting forms for staff and members of the public and the new *Staff Sexual Misconduct Policy* and *Response Procedures*, extensive engagement across the University community will take place pre-and post-launch date. This engagement includes briefings for specialist staff, drop-in zoom sessions for staff, managers and supervisors and engagement with the employee resource networks. Information will also be disseminated in relevant manager and staff communication channels.

<ul style="list-style-type: none"> widely disseminate information about internal and external services to staff and students, including: university counselling and medical services, campus security, local sexual assault services, police, medical centres, hospitals, counselling services and anti-discrimination agencies 	<p>Students Since Semester 2, 2017 the student website has had a sexual assault page which includes definitions of what is sexual assault, support services and responding to an incident. See the page here: http://sydney.edu.au/students/sexual-assault.html</p> <p>Links to this website were included in a series of student emails and Student News items in 2017 and 2018. A review and update of this page will be published on 6 October 2020.</p> <p>Welcome information for 2019 and 2020 included information about support services.</p> <p>Staff The staff intranet includes a video about how to help a student in distress after an unwanted sexual experience; a specialist guide for staff in how to support students in difficult circumstances, and a factsheet on how to assist student survivors. This information is promoted to staff in face-to-face departmental and faculty briefings, online staff communication channels and all staff emails.</p> <p>Planned future action</p> <ul style="list-style-type: none"> Continued promotion of the information through regular channels. Updates to be sent to students and staff as new information and processes are developed. Updates and communications will be sent to students and staff to highlight the new online reporting forms and the new <i>Staff Sexual Misconduct Policy 2020</i> and <i>Staff Sexual Misconduct Response Procedures 2020</i>. To support the launch of the enhanced policy and reporting mechanisms for staff to report sexual misconduct, there will be information about how to access support placed on the University's intranet on 6 October 2020. This will include a guide for managers/supervisors in relation to supporting staff who make disclosures of sexual misconduct.
<ul style="list-style-type: none"> ensure that information about internal and external reporting procedures and support services is displayed clearly, in a logical place(s) on the university website 	<p>See here: http://sydney.edu.au/students/sexual-assault.html The reverse side of all student cards now identify the 1800-SYD HLP number for immediate assistance.</p> <p>Planned future action</p> <ul style="list-style-type: none"> On 6 October 2020, the amended pages relating to reporting sexual misconduct and available support services will be re-published on the University's website. This review has been done to ensure the information remains current and accurate.

<ul style="list-style-type: none"> ensure that information about internal and external reporting procedures and support services is provided to students as part of their orientation into university and to new staff as part of their human resources induction/ on-boarding. 	<p>Students</p> <ul style="list-style-type: none"> 1800 SYD HLP line is promoted in orientation activities Confidential portal is included in orientation activities Reporting options are included in the factsheet available on our webpage. Sexual Assault Support for student survivors <p>The Student Transition and Retention (STaR) team presents at multiple faculty and residential college orientations about Student Support Services which includes information on: Counselling and Psychological Services (CAPS); the University Health Service; Security Services; Student Liaison Officers; 1800 SYD HLP phone number and expectations around student conduct and safety. The Student Liaison Officers attend to talk further about their roles as case managers for survivors and the online sexual consent education module <i>Consent Matters</i>.</p> <p>As part of orientation the STaR team also runs an <i>Accessing Healthcare in Australia</i> session for International Students. This session involves presentations about university health and counselling services, and sexual and community health. Student Liaison Officers provide information on how to seek support if a student experiences an incident of sexual misconduct. This session involves a panel discussion where students can ask questions.</p> <p>In 2019 and 2020, the above orientation/welcome week activities continued. Orientation events for the Semester 2, 2020 intake were changed to a remote delivery mode due to the impact of COVID-19. The benefit of this delivery mode was increased participant numbers as there was no limitation based on venue capacity. All orientation events conducted at a central level contained presentations which provided information about the support programs within the University while also informing attendees of their obligations and the University's expectations of them as set out in the Student Charter. This messaging was delivered through a combination of formal presentations and discussion panels, providing attendees with an opportunity to engage with experts, leaders and peers across the University community.</p> <p>Staff</p> <p>Information has been included as an induction milestone for new staff and the <i>Consent Matters</i> module is a key component for each of the Associate Deans – Student Life.</p> <p>Planned future action</p> <ul style="list-style-type: none"> A new “Respect in our Community” online mandatory module for staff will be launched on 29 September 2020. Promotion to staff of the Universities Australia online module on sexual assault and sexual harassment.
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UNIVERSITY OF SYDNEY ACTIONS TAKEN TO IMPLEMENT RECOMMENDATIONS FROM AHRC

<ul style="list-style-type: none"> ensure that information about internal and external reporting procedures and support services is accessible to all students and staff, including: people with disability, people from CALD backgrounds, and 	<p>All student communications are written in plain English and information on the website is accessible.</p> <p>In 2019, information about how to access health services and other support services (including how to contact the Student Liaison Officers) was translated into five different languages. These resources are available on the University's website at https://www.sydney.edu.au/students/health-services.html</p>
<ul style="list-style-type: none"> develop relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary. 	<p>Close collaboration with the NSW Rape Crisis Centre to assist with training staff and to establish the Centre as a key contact point for assistance with out-of-hours access.</p> <p>Routine (monthly) collegiate meetings between RPA Sexual Assault Service counsellors and the University's Safer Communities Office have continued in 2019 and 2020.</p> <p>On-campus RPA Sexual Assault Counselling outreach clinic. The number of available appointments for our students has been increased with an additional counsellor being allocated to this clinic in 2019. During the COVID-19 pandemic in 2020, this counselling service has continued to be provided to students via telephone appointments. This service will continue into 2021.</p> <p>The Safer Communities Office has established a relationship with the local police to facilitate reporting sexual assault matters should the survivor wish to do so.</p>
<p>Universities should evaluate the activities undertaken to increase awareness of support services and reporting processes to ensure that these measures have been effective in increasing awareness among staff and students.</p>	<p>In 2015, the University undertook a Safer Communities survey. There were plans to undertake a point in time repeat of the Safer Communities survey with the same core questions amended to reflect the change that has happened across the sector. This repeat survey was due to take place in September 2019. In light of the Universities Australia nation-wide survey due to take place in 2020, a decision was made to not implement the repeat Safer Communities internal survey. The UA survey was postponed due to COVID-19 and is due to take place in 2021. The University will be participating in the UA survey in 2021.</p>
<p>Recommendation 4</p>	
<p>In order to ensure that actions taken by universities to prevent and respond to sexual assault and sexual harassment are appropriate, within a year of the release of this report, universities should commission an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment. This review should assess the effectiveness of existing university policies and pathways and make specific</p>	<p>On 1 August 2018, the University released the <i>Student Sexual Assault and Sexual Harassment Policy and Procedures</i> (now named the <i>Student Sexual Misconduct Policy 2018</i> and <i>Student Sexual Misconduct Response Procedures 2018</i>). The Policy was developed in consultation with internal and external stakeholders and can be found on the University's online policy register.</p> <p>In 2019, an external expert was engaged by the University to review the effectiveness of the policy and procedures. In October 2019, the University received the report from</p>

<p>recommendations to universities about best practice responses to sexual assault and sexual harassment.</p>	<p>this external review. The University has been and will continue to work through the recommendations outlined in this external review.</p>
<p>In the interim, and at an institutional level, universities should draw on sexual violence counselling expertise to develop and review processes for responding to sexual assault and sexual harassment of students to ensure that they:</p> <ul style="list-style-type: none"> • secure the immediate safety and wellbeing of the individual who has experienced the sexual assault or sexual harassment • are clear and accessible • provide individuals with control over what happens to their report • have the flexibility to suit individual circumstances • provide students with support to continue with their studies • provide specialist support, from someone who has specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors, and accommodate the needs of students from a diverse range of backgrounds. 	<p>In relation to formal complaints, sexual misconduct matters are prioritised and reviewed carefully to balance the safety and well-being of the complainant in addition to assessing any potential impacts to others before being appropriately investigated or referred to police.</p> <p>Student response system Other improvements include the establishment of a 'call-back' mechanism for students and the introduction of multiple reporting channels, including via 1800 SYD HLP, online submission, 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.</p> <p>Enhanced specific staff capability During 2019 and to date in 2020, the number of specialist staff has been increased to provide increased support to student sexual assault and sexual harassment survivors. The Student Liaison Officer (SLO) roles have been in place since November 2017. In November 2019, the Safer Communities Office was established and a new Manager role was created and recruited for to run this office. In February 2020, a new Team Leader role was created and recruited. Most recently an additional SLO was recruited in March 2020. In total, there are now four SLOs, a Team Leader, Manager and Project Officer working within the Safer Communities Office. The SLOs are specialist staff able to provide individualised and trauma informed support to student survivors of sexual misconduct. This individualised case management support identifies the individual needs of the student and liaises with other appropriate services both internal and external to the University.</p>
<p>Recommendation 5</p>	
<p>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. Universities should ensure that these staff members and student representatives receive training in responding to disclosures of sexual assault and sexual harassment, delivered by an organisation with specialist expertise in this area.</p>	<p>Rape & Domestic Violence Services Australia (RDVSA) has been contracted to deliver the 2-hour training session <i>Responding with Compassion</i>. The training requirement is embedded in induction processes for frontline staff.</p> <p>Staff who received the training include:</p> <ul style="list-style-type: none"> - Campus Security - Student Affairs Unit - Accommodation facility staff - Residential Advisors - Associate Deans (Student Life) - Counsellors - Staff in remote campuses (Lismore, Broken Hill, Orange, Dubbo and Camden). - Placement coordinators

	<ul style="list-style-type: none"> - Other key frontline staff e.g. Library staff as requested or directed <p>Student leaders receiving the training</p> <ul style="list-style-type: none"> - USU C&S executives - Residential Advisors <p>Approximately 250 staff completed <i>Responding with Compassion</i> training in 2017 and another 250 in 2018.</p> <p>In 2019 and 2020, the University continued to engage RDVSA to deliver <i>Responding with Compassion</i> (RWC) training. In 2019, approximately 130 student leaders and staff completed the RWC training. In 2020 to date, approximately 190 student leaders and staff have completed the RWC training.</p> <p>Planned future action</p> <ul style="list-style-type: none"> - RWC training will be undertaken by senior leaders/managers in the latter part of 2020. - RWC training will continue to be offered to relevant staff and student leaders in 2021.
<p>Monitoring and Evaluation</p>	
<p>Recommendation 6</p>	
<p>Universities should ensure that information about individual disclosures and reports of sexual assault and sexual harassment is collected and stored confidentially and used for continuous improvement of processes, including:</p> <ul style="list-style-type: none"> • details of the complaint/incident • steps taken to respond to the complaint/incident, i.e.: whether the individual reported to police, whether the perpetrator was moved to a different lecture/tutorial • support or assistance received, i.e.: whether the person received counselling from university services, whether they reported to police, whether they received support from an external sexual assault service • time taken to respond to the report and/or refer the person to support services, and • any feedback provided by the complainant/respondent in relation to the process. <p>Access to this information should be limited to staff members with responsibility for responding to disclosures and reports and those responsible for improving university responses to disclosures and reports.</p>	<p>The University's TRIM workflow for Complaints & Misconduct Handling is a secure web-based program that links to enrolment data, as well as staff and TRIM databases.</p> <p>Implemented in early March 2017, it retrieves the details of a complainant (or a nominee where a complainant wishes to remain anonymous). Appropriate referrals are standardised business processes for police reporting through the Office of General Counsel (OGC), as well as security and liaison with counselling staff and departmental/administrative units for student attendance management. The workflow has evolved over the last three years to provide improved weekly, monthly and quarterly reports to University committees and working groups.</p> <p>Serious and high-level incidents are actioned immediately upon receipt of a complaint and appropriate responses and reports are generated to the Registrar on the same day. Responses from the Registrar include 'Interim Measures' prior to an incident being investigated. This may involve the removal of a party from accommodation or University lands/spaces. These prompt appropriate mechanisms to support safety and well-being to a complainant. Support and referrals to appropriate internal and external agencies for counselling are also provided.</p> <p>Access to complainant and respondent information is limited to the Student Affairs Unit, key staff within Workplace Relations and the Office of General Counsel.</p>

	<p>Review and improvements to this process includes:</p> <ul style="list-style-type: none"> - Biannual reviews of 1800 SYD HLP statistics and monitoring; - Expansion of experienced staffing personnel in the Safer Communities Office; - Ongoing First Responder training to staff and key student personnel; - Website improvements, more detailed advice provided for complaints and misconduct reporting, with provision for anonymous and direct reports via phone, email and web-form; - Weekly internal evaluation and monitoring of complaints/misconduct processing; - Statistical reports in relation to penalties provided to Academic Board/Senate and other sub-committees consistent with policy requirements; - Same day reporting to Registrar in relation to sexual assault and indictable criminal matters.
<p>On a regular basis – at least every six months – Vice-Chancellors should be provided with de-identified reports of this data, including any trends or identifiable concerns which arise, along with recommendations for any necessary improvements to processes.</p>	<p>Information in relation to complaints is provided to the Registrar on a weekly basis. Follow up advice is then provided to the Vice-Chancellor by the Registrar (where relevant). Same-day reporting to the Registrar in relation to sexual assault and indictable criminal matters.</p>
<p>Recommendation 7</p>	
<p>Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:</p> <ul style="list-style-type: none"> • the capacity of university counselling services to respond to students’ requests for counselling in an appropriately timely manner, and • how many university counselling staff have received training in working with sexual assault survivors. <p>As part of this audit, universities should collect data on: the average length of time students are required to wait to see a university counsellor, and the number of urgent/crisis requests for counselling received. This data should be assessed to determine whether additional counselling services are required to meet the urgent needs of students who have experienced sexual assault or harassment. If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable.</p>	<p>Currently the University:</p> <ul style="list-style-type: none"> - Undertakes ongoing monitoring of number of days to next available booked appointment - Ensures daily urgent counselling timeslots are available - Provides continuous training for counselling staff - Ensures all counsellors have undertaken <i>Responding with Compassion</i> training. - In response to the COVID-19 pandemic, the University has shifted its counselling services to tele-counselling (by telephone or Zoom) which has improved the on-demand accessibility of counselling and psychological support staff members. <p>Specialised sexual assault counselling services On-campus RPA Sexual Assault Counselling outreach clinic. The number of available appointments for our students has been increased with an additional counsellor being allocated to this clinic in 2019. During the COVID-19 pandemic in 2020, this counselling service has continued to be provided to students via telephone appointments. This service will continue into 2021.</p>

Recommendation 8	
<p>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.</p>	<p>Vice-Chancellor via Universities Australia</p> <p>The University intends to participate in the upcoming survey being conducted via Universities Australia, scheduled for 2021 (postponed from original date of September 2020 due to COVID-19).</p>
Residential colleges and university residences	
Recommendation 9	
<p>In addition to considering the implementation of the university recommendations made in this report, residential colleges and university residences should commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.</p> <p>This review should consider:</p> <ul style="list-style-type: none"> • appropriate responses by a college or university residence to reports of sexual assault and sexual harassment • a trauma-informed and rights-based approach in a situation in which an allegation of sexual assault has been made • the ways that hazing practices and college ‘traditions’ facilitate a culture which may increase the likelihood of sexual violence • the role of alcohol in facilitating a culture which may increase the likelihood of sexual violence • the level and nature of supervision in a twenty-four hour residential setting in which large numbers of young people are living away from home, and • the level and adequacy of training required to equip residential advisors to serve as first responders or in response to matters of sexual assault and harassment. 	<p>Independent Review</p> <p>In 2016, the University commissioned business and social change leader Liz Broderick to work with the University’s affiliated residential colleges and the University on a far-reaching program of cultural reflection and change. We have also made refinements to reporting and escalation protocols at all University-owned accommodation.</p> <p>The Broderick report for five residential colleges was released in November 2017. The report for St Paul’s College was released in September 2018. The University is working closely with the colleges to support them in implementing the recommendations. College councils, staff and students are dedicated to raising standards of behaviour and to fostering a safe and inclusive environment. Lasting progress is being made, particularly in implementing those recommendations relating to leadership, education and training, Welcome Week, equity, diversity and inclusion. Workshops devoted to sexual ethics, respectful relationships, safety and wellbeing and other key issues identified in the Broderick reports continue beyond Welcome Week. Codes of conduct, policies and procedures across the colleges have been reviewed and stand-alone sexual assault and sexual harassment policies are in place. Reporting options and referral pathways have been strengthened, including closer links to University support services. Constructive discussions on responding to common issues such as alcohol misuse and hazing continue and have seen promising changes to the control and management of social events and bar arrangements. The colleges have also agreed to engage a common expert independent provider, trained in trauma-informed care and support for students.</p> <p>In 2019 and 2020, the residential colleges made significant progress in implementing the recommendations made in the 2017 Broderick report and the 2018 report for St Paul’s College. Through this period the collaboration between the University and the colleges has been strong, particularly through the revitalization of the UE Colleges Consultative Committee. Highlights of progress made across the colleges include:</p> <ul style="list-style-type: none"> • Policies and procedures have been reviewed and strengthened in line with the Broderick recommendations. There is a stand-alone sexual assault and sexual

	<p>harassment policy at each college. Hazing is prohibited, and negative elements of student hierarchy have been dismantled.</p> <ul style="list-style-type: none"> • The colleges continue to work together when responding to issues which impact student safety and wellbeing across their entire community. To this end, significant improvements have been made to the supply and consumption of alcohol. • Each college has strengthened its framework of support and effectively communicates reporting options and referral pathways. The University's Student Liaison Officers have been welcomed by the colleges to share information about University resources and support for students. • Senior students have been exemplary role models for all residents in upholding the values of the college and their responsibilities. Student leaders sign agreements to show their commitment to cultural renewal each year. Enormous progress has been made to promote diversity, inclusion and gender balance of student leadership teams in the co-educational colleges. • Colleges worked together to ensure a safe and inclusive Welcome Week in 2019 and 2020, with positive feedback from their communities. There were alcohol-free days and many successful dry events. Activities and events were well organised with greater supervision by staff and an enhanced security presence. • There is a continued and strong emphasis and investment on education and training. All colleges planned comprehensive training in leadership, culture, health, safety and support for staff and senior students prior to Welcome Week. Workshops and training continued for new residents during Welcome Week and are delivered at various times throughout the year. This training is delivered by executive staff of the colleges and industry experts including Rape and Domestic Violence Services Australia and the Full Stop Foundation. There is a focus on building a safe and inclusive environment. Time is devoted to prevention, safety and support services, mental health, alcohol misuse and hazing, understanding consent, bystander training and preventing gender-based violence. First aid training and responsible event planning is also a feature of the college program. <p>All colleges have endorsed the recommendation to re-administer the survey used in the Broderick Project, together with any appropriate modifications, every three years. The results of the survey will be used to inform additional strategies that may be required to further strengthen and sustain a positive culture. This survey was scheduled to take place in 2020, however due to the impact of COVID-19 this survey will now take place in 2021.</p>
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	<p>University activity</p> <p>The Student Liaison Officers met with all the colleges in 2018 and continued to have ongoing engagement with both the staff and students of the residential colleges throughout 2019 to disseminate information around reporting options.</p> <p>During 2020 there has been continued engagement and collaboration between the Safer Communities Office and the staff and students of the residential colleges. In 2020 the University collaborated with all the residential colleges in providing training to support the continued program of cultural reflection and change. This included offering first responder training, bystander awareness training and <i>Consent Matters</i> workshops facilitated by the Student Liaison Officers. In 2020 to date, across all of the residential colleges, about 350 students and student leaders participated in this training.</p> <p>All residential life staff and residential assistants on duty at University owned housing have undertaken <i>Responding with Compassion</i> training.</p>
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