

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

<b>University name: University of Technology Sydney</b>		
<b>Recommendation no.</b>	<b>Action already taken</b>	<b>Planned/future action</b>
<p>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"> <li>• the university's senior leadership</li> <li>• the student body</li> <li>• academic staff</li> <li>• residential colleges affiliated with the university</li> <li>• student services, such as: counselling services, medical services and campus security, and</li> <li>• frontline sexual assault services.</li> </ul>	<p>In early 2017, the UTS Vice-Chancellor established a Prevention of Sexual Assault and Harassment Working Group.</p> <p>This senior group is chaired by the Provost, coordinated by the Program Manager, Respect.Now.Always. and reports to the Vice-Chancellor. Its membership includes representatives of the university's:</p> <ul style="list-style-type: none"> <li>• Senior Executive Management team</li> <li>• HR, legal, policy, communications functions</li> <li>• student body</li> <li>• student accommodation management</li> <li>• ActivateUTS clubs, societies and sporting teams</li> <li>• student services, including Counselling, Medical, Multi-faith Chaplaincy, Student Enquiry Team, and</li> <li>• campus security.</li> </ul> <p>Existing working groups have recurring agenda items focusing on related recommendations. i.e. Work</p>	<p>The Working Group will focus on developing long term systematic approaches to reducing the prevalence of sexual assault and harassment.</p> <p>It is working with its community; students, academic and professional staff, to produce UTS' Respect.Now.Always 3-year Strategic Framework.</p> <p>The RNA Strategic Framework is expected to be delivered later in 2019.</p>

<p>The advisory body should be responsible for developing an action plan for the implementation of these recommendations.</p> <p>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>Health and Safety, University Leadership Team, VC Social Justice committee and Concerning Behaviour and Intervention Team. These ensure widespread consultation and input into UTS's actions and priorities.</p> <p>The following consultation has ensured ongoing dialogue with key groups and contributed to the university's Prevention of Sexual Assault and Harassment Action Plan:</p> <ul style="list-style-type: none"> <li>- In 2018 the UTS Design Innovation: research centre delivered a Student Voice research report as part of the UTS Respect.Now.Always. campaign. Engaging with more than 3000 students and 300 staff members, the research project explored the current-state experience of UTS student interactions with the university system regarding sexual assault and sexual harassment. It enabled UTS to better identify and inform opportunities for effective action to eliminate sexual violence.</li> <li>- Ongoing engagement with the Student Council Liaison Group</li> <li>- Ongoing engagement with our student and staff volunteers</li> <li>- Ongoing conversations, training and workshops with student leaders from ActivateUTS, the UTS Students' Association and UTS Housing Residential Networkers.</li> </ul>	
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	<p>External engagement and inputs to the Action Plan include dialogue with key government and peak bodies including:</p> <ul style="list-style-type: none"> <li>• Transport for NSW</li> <li>• NSW Department of Education</li> <li>• NSW Vice-Chancellors' Committee</li> <li>• NSW Minister for the Prevention of Domestic Violence and Sexual Assault</li> <li>• NSW Family and Community Services</li> <li>• The City of Sydney</li> <li>• NSW Police</li> <li>• Office of the eSafety Commissioner</li> <li>• Family Planning NSW</li> </ul> <p>Regular updates on UTS's progress against the Action Plan have been publicly communicated at regular intervals since 2017.</p> <p>Regular progress reports are made to UTS Council, the University Leadership Team, Academic Board, Senior Managers Forum, media, staff and students.</p>	
<p style="text-align: center;">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"> <li>• provides students and staff with education about: behaviours that</li> </ul>	<p>The UTS Prevention of Sexual Assault and Harassment plan includes various activities aimed at addressing the underlying causes of sexual assault and harassment, including:</p>	<p>UTS will continue to monitor the efficacy and scope of its approach to addressing the drivers of sexual assault and sexual harassment and adjust its actions accordingly.</p>

<p>constitute sexual assault and sexual harassment, consent and respectful relationships, 'violence supportive attitudes' and bystander intervention, and</p> <ul style="list-style-type: none"> <li>identifies existing resources and communications campaigns that reinforce key messages of education programs for dissemination to staff and students.</li> </ul> <p>Education programs and communications should:</p> <ul style="list-style-type: none"> <li>target all levels of the organisation – current and future students, staff, residential colleges, sports clubs, student societies and student unions</li> <li>be based on best practice and research</li> <li>be developed and delivered by individuals and/or organisations with expertise in sexual violence prevention</li> <li>be developed in consultation with university students, and</li> <li>include measures for evaluating and refining the actions taken.</li> </ul>	<ul style="list-style-type: none"> <li>Mandatory <i>Consent Matters</i> evidence-based training, addressing consent, positive intervention and support networks. Since being introduced in 2018, over 43,000 staff and students have completed the training with a 100 per cent pass rate. An optional survey at the end of the training measures efficacy and appetite and is consistently monitored, sitting at high satisfaction since the start of the program.</li> <li>Professor Moira Carmody's <i>Sex and Ethics</i> training for all UTS Housing Residential Networkers. Students learn strategies to identify, prevent, report and respond to sexual assault and harassment.</li> <li><i>Ethical Bystander</i> training for all UTS Housing Peer Networkers</li> <li>Face-to-face training each session for all ActivateUTS student club executives and sporting team managers. Students learn strategies to identify, prevent, report and respond to sexual assault and harassment.</li> <li>Respect.Now.Always. briefing sessions for all new residents moving into all UTS residences.</li> </ul>	<p>UTS is working with its community; students, academic and professional staff, to produce its Respect.Now.Always. 3-year Strategic Framework.</p> <p>The RNA Strategic Framework is expected to be delivered later in 2019.</p>
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	<ul style="list-style-type: none"> <li>• Annual <i>Responding with Compassion</i> training for all campus security staff delivered by Rape and Domestic Violence Services Australia.</li> </ul> <p>Integrated messaging and conversation throughout student onboarding and Orientation.</p> <ul style="list-style-type: none"> <li>• An ongoing calendar of internally and externally created student-focused communications regarding topics such as sexual consent, bystander behaviours, support etc.</li> <li>• A student-driven and staff supported, interactive campaign (<i>Wanna spoon? Ask first!</i>) with activations at O'Day and Clubs Day in 2018 and 2019, Summerfest and Winterfest (music concerts), Night Noodle Markets, International Women's Day events etc. A free ice-cream stall provides an informal, interpersonal and non-threatening setting to discuss sex, consent, bystander behaviours, reporting and other related topics. The campaign continues to be extremely well received by students.</li> <li>• Support for the design and filming of the NSW Family and Community Services digital YES+YES=YES! consent campaign. UTS student participation on film created an</li> </ul>	
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	<p>authentic voice of our community on the topic of consent.</p>	
<p style="text-align: center;">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"> <li>• widely disseminate information about university reporting avenues to staff and students</li> <li>• 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</li> <li>• ensure that information about internal and external reporting procedures and support services is displayed clearly, in a logical place(s) on the university website</li> <li>• ensure that information about internal and external reporting procedures and support services is provided to students as part of their orientation into university</li> </ul>	<p>UTS has ensured widespread awareness of support services and reporting processes through initiatives including:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• Introduced mandatory online reporting for all staff who receive a disclosure or are aware of an incident of sexual violence involving a student.</li> <li>• A formal MOU with Relationships Australia NSW on 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.</li> </ul>	<p>UTS will continue to review its engagement strategy with its students and staff to maintain a focus on the prevalence and drivers of sexual assault and sexual harassment across its community.</p> <p>UTS is undertaking work to make information even more accessible and transparent.</p>

<p>and to new staff as part of their human resources induction/on-boarding</p> <ul style="list-style-type: none"> <li>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</li> <li>develop relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary.</li> </ul> <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>	<ul style="list-style-type: none"> <li>Emergency numbers included on the reverse of newly issued student and staff cards from 2018.</li> <li>Including a focus on respectful relationships and support services in onboarding student communications.</li> <li>Updated onboarding material for new casual academic staff, including content on respectful relationships.</li> <li>Updated onboarding resources for new staff, promoting a zero-tolerance culture around sexual assault and harassment and reporting responsibilities.</li> <li>Working with the UTS Students' Association and ActivateUTS to provide support details and updated content for their student publications.</li> <li>Production of an ActivateUTS emergency contact card for students attending off-site events.</li> <li>An audit of all online information pertaining to sexual assault and harassment reporting and support services within the UTS web environment, followed by improvements.</li> </ul>	
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	<ul style="list-style-type: none"> <li>• Consultation with faculty staff to create an Academic Staff Engagement Strategy and identify opportunities to facilitate the transparent management of reporting incidents.</li> <li>• The biennial UTS Housing survey has been updated to help the university understand the extent of residents' awareness of UTS support services.</li> <li>• Use of the electronic screen and desktop screensavers around campus and the UTS Housing screen network to inform and promote the work and services across the campus – Thank you posters Good Night Out program in all ActivateUTS bars, Security, Counselling, UTSSA, Residential and Peer networkers, online Consent Matters training and culture of respect.</li> <li>• Work with ActivateUTS to include RNA branding on the uniforms of all ActivateUTS bar and café staff as a visual reminder of the UTS commitment to the elimination of sexual violence.</li> <li>• The inclusion of the Respect.Now.Always. branding on UTS Division1 sports uniforms.</li> </ul>	
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<p style="text-align: center;">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.</p> <p>This review should assess the effectiveness of existing university policies and pathways and make specific recommendations to universities about best practice responses to sexual assault and sexual harassment.</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"> <li>• ensure the immediate safety and wellbeing of the individual who has experienced the sexual assault or sexual harassment</li> <li>• are clear and accessible</li> </ul>	<p>UTS has commenced an ongoing audit and review of policies and procedures relating to the handling of student complaints.</p> <p>This has led to policy change, for instance in November 2017 the UTS student rules were amended to specifically include sexual assault, indecent assault and sexual harassment as types of misconduct. These specific behaviours have been linked to possible penalties including expulsion and rescission of academic awards conferred by the university.</p> <p>Following the amalgamation of several outdated policies, UTS released its Equity, Inclusion and Respect Policy in 2019. It clearly reflects UTS core values of the social, ethical and behavioural standards expected of students, staff and the broader UTS community. The policy stipulates expectations and standards regarding equality, equity and inclusion; rights and responsibilities related to freedom of expression and zero tolerance of harassment, discrimination, bullying and sexual assault.</p> <p>UTS treats all reports of sexual assault and harassment confidentially. Information relating to a reported sexual assault or harassment incident will be handled in line with the Sexual Assaults and Harassment Privacy Notice.</p>	<p>UTS will continue to review and monitor its policy suite and procedures in line with its continuous improvement strategy, drawing on sector and community best practice as it evolves.</p>
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<ul style="list-style-type: none"> <li>• provide individuals with control over what happens to their report</li> <li>• have the flexibility to suit individual circumstances</li> <li>• provide students with support to continue with their studies</li> <li>• provide specialist support, from someone who has specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors, and</li> <li>• accommodate the needs of students from a diverse range of backgrounds.</li> </ul>	<p>UTS's existing governance instruments ensure informed investigation protocols regarding our obligation to ensure procedural fairness and natural justice for all parties during a grievance resolution process.</p> <p>The UTS community has access to 11 full-time trauma-informed psychologists and a Sexual Assault Support Line. To ensure ease of access to these support services, the university has streamlined online information and included resources to external services and resources.</p> <p>Resources and guides have been made available to support staff members who may receive a disclosure from a colleague or student.</p>	
<p style="text-align: center;">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.</p> <p>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</p>	<p>UTS has identified staff and students most likely to receive disclosures and provides <i>Responding with Compassion</i> training to Security staff, Counsellors and student leaders.</p> <p>Vicarious trauma training by <i>Rape and Domestic Violence Services Australia</i> has been made available to students and non-clinical staff who receive disclosures of sexual violence.</p>	<p>UTS will continue to review and monitor the available resources for students and staff. If new education tools become available, or the needs of the University community change, they will be included in the University's process.</p>

<p>organisation with specialist expertise in this area.</p>	<p>Onboarding for all new staff reflects UTS's commitment to the elimination of sexual violence, introduces our reporting pathways and available support for staff and students within and outside the university.</p> <p>Face-to-face onboarding provided to casual academics addresses rights and responsibilities about respectful relationships specifically with students.</p>	
<p>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"> <li>• details of the complaint/incident</li> <li>• 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</li> <li>• support or assistance received, i.e.: whether the person received counselling from university services, whether they</li> </ul>	<p>Ongoing streamlining of systems is occurring at UTS to ensure information is routinely collected and stored confidentially and used appropriately by relevant officers. UTS treats all reports of sexual assault and harassment confidentially. Information relating to a reported sexual assault or harassment incident will be handled in line with the sexual assaults and harassment privacy notice.</p> <p>UTS Counselling introduced an evening counselling service in December 2018 and is now running with 3 part-time Counselling staff.</p> <p>A new staff member has been employed specifically to ensure the capturing and reporting of data relating to student complaints.</p> <p>Information is provided to the relevant Deputy Vice-Chancellor each month, to ensure oversight and to</p>	<p>UTS will continue to monitor the demand and provision of our support services and resources to meet the needs of our community and adjust our actions accordingly.</p>

<p>reported to police, whether they received support from an external sexual assault service</p> <ul style="list-style-type: none"> <li>• time taken to respond to the report and/or refer the person to support services, and</li> <li>• any feedback provided by the complainant/respondent in relation to the process.</li> </ul> <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>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>allow for continuous improvement in the university’s response, as it implements a zero-tolerance approach.</p> <p>The University Leadership Team, which includes the Vice-Chancellor, receives bimonthly reports of program progress as part of the long-term strategic plan status report.</p>	
<p style="text-align: center;">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>	<p>UTS’ Student Services Unit provides counselling and health services for students. Its review of its counselling support prior to the AHRC report led to:</p>	<p>UTS will continue to monitor the demand and provision of its support services and resources to meet the needs of the UTS</p>

<ul style="list-style-type: none"> <li>• the capacity of university counselling services to respond to students' requests for counselling in an appropriately timely manner, and</li> <li>• how many university counselling staff have received training in working with sexual assault survivors.</li> <li>• As part of this audit, universities should collect data on:             <ul style="list-style-type: none"> <li>• the average length of time students are required to wait to see a university counsellor, and</li> <li>• the number of urgent/crisis requests for counselling received.</li> </ul> </li> </ul> <p>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 sexual harassment.</p> <p>If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable.</p>	<ul style="list-style-type: none"> <li>• Increasing the number of counsellors trained in responding to trauma to the equivalent of 11 full-time positions.</li> <li>• An evening counselling service that commenced in December 2018 and is now running with 3 part-time counselling staff.</li> <li>• A specialist UTS trauma-informed 1800 telephone support service.</li> <li>• A formal MOU with Relationships Australia NSW on 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.</li> <li>• The introduction of an online reporting portal for individuals seeking to make a disclosure of an incident to UTS. This facility is available to both students and staff.</li> <li>• Introduced mandatory online reporting for all staff who receive a disclosure or are aware of an incident of sexual violence involving a student.</li> </ul>	<p>community and adjust its actions accordingly.</p>
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<p style="text-align: center;">8</p> <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>UTS remains supportive of the ongoing monitoring and evaluation of sexual assault and sexual harassment amongst university students in Australia.</p>	<p>UTS will take part in the next national university student survey.</p>
<p style="text-align: center;">9</p> <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"> <li>• appropriate responses by a college or university residence to reports of sexual assault and sexual harassment</li> <li>• a trauma-informed and rights-based approach in a situation in which an allegation of sexual assault has been made</li> <li>• the ways that hazing practices and college ‘traditions’ facilitate a culture</li> </ul>	<p>UTS does not have any independent residential colleges and can therefore directly manage the culture and environment of its university residences.</p> <p>The Design Innovation Research Centre’s Student Voice report is an expert-led, student-focussed insight into the factors which contribute to sexual violence, and the university’s response. It looked holistically at the entire university, with specific focus on housing and student social events.</p> <p>UTS previously completed a review of its student accommodation facilities, and now students living in UTS residences receive all the training and support enjoyed by all UTS students (e.g. <i>Consent Matters</i> training), but in addition:</p> <ul style="list-style-type: none"> <li>• All members of the UTS Housing Resident Networker program receive <i>Sex and Ethics</i> training.</li> </ul>	<p>The Design Innovation Research Centre, using insights from the previously-created Student Voice report is developing a 3-year Respect.Now.Always. Strategic Framework.</p>

<p>which may increase the likelihood of sexual violence</p> <ul style="list-style-type: none"> <li>• the role of alcohol in facilitating a culture which may increase the likelihood of sexual violence</li> <li>• 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</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Respect.Now.Always briefing sessions for all new residents moving into all UTS residences.</li> <li>• The UTS Housing survey has been updated to help the university understand the extent of residents' awareness of UTS support services, and reporting avenues specifically.</li> <li>• Alcohol-free events are routinely held.</li> <li>• Prospective students applying for an accommodation place are asked how they could contribute to a safe, supportive and positive environment.</li> <li>• UTS Housing staff and residents introduced a student-led campaign focusing on positive and ethical bystander interactions within residences. Throughout the session they hold events and provide campaign merchandise that ensures ongoing opportunities for active student engagement with the program.</li> </ul>	
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