University Name: Australian Catholic University (ACU)		
Recommendation no.	**Action taken since last milestone report in February 2019**	• **Planned/future action**
1 *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.*	• Australian Catholic University (ACU) has a long-standing commitment to preventing and addressing sexual assault and sexual harassment within the University. • Respect. Now. Always. Advisory Committee (RNAAC) continues to be chaired by ACU's Vice-Chancellor and President with the Provost the Deputy Chair. • The Advisory Committee has expanded to reflect a broader representation from all student focused areas across the University including representatives from academic staff, senior staff, students, student accommodation, student services and independent members of NSW Police. • The RNA Advisory Committee meets three times a year. • An annual report of the RNA Advisory Committee progress against the RNA action plan is provided to the Senior Executive Group. • Bi-annual Student Incident reports are submitted to the Vice-Chancellor and Senior Executive Group.	• The RNA Advisory Committee continue to meet three times a year for consultation and advice on the implementation of the University's Action Plan. • The RNA Advisory Committee representation will continue to be monitored to ensure the most relevant University representatives are engaged and involved. • The RNA Advisory Committee will continue to progress towards implementation of the Australian Human Rights Commission's recommendations which are published on the ACU website and updated in February each year. • With the Gender Equality Strategy 2015-2020 ending, ACU has proposed a new strategy to continue focusing on gender equality, inclusivity and diversity and to continue to advance ACU's Gender Equality. • The RNA Advisory Committee will continue to progress towards implementation of the National Principles for Child Safe Organisations and the Catholic Safeguarding

	• ACU' progress towards the implementation of the Australian Human Rights Commission's recommendations are published on the ACU website annually. • 38 action items have been completed with a further 9 action items required to ensure full compliance to all the Australian Human Rights Commission's recommendations • ACU's de-identified student sexual misconduct incident data is reported on the ACU website annually. • Vice-Chancellor and President delivers messages to students and staff around the promotion and importance of safety on campus through ACU Student News and Staff Bulletin. Messages are sent out in accordance with the RNA Communication Plan. • In 2015 ACU Vice-Chancellor released ACU's Gender Equity Strategy (2015-2020) to continue to build upon ACU's strong gender equality foundations in the University's planning and core business. • In 2020 ACU was awarded the Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality citation for the ninth consecutive year.	Standard which will be published on the ACU website and updated annually. • Progress on ACU's Safeguarding Children, Young People and Adults at Risk Action Plan including activities and strategies implemented will be delivered at all RNA Advisory committee meetings.

	• ACU Vice-Chancellor and President Professor Greg Craven AO, GCSG is a WGEA Pay Equity Ambassador. • ACU appointed a National Safeguarding Officer (Policy, Support and Compliance) to assist in the coordination, implementation and reporting of the Respect. Now. Always Action Plan. • In April 2020, Safeguarding Children, Young People and Adults at Risk was put as a standing agenda item on all RNA Advisory Committee Meetings. • In August 2020, The Vice-Chancellor and President endorsed ACU's Safeguarding Children, Young People and Adults at Risk Action Plan which consists of activities and strategies for implementation to address the requirements of the Australian Human Rights Commission National Principles for Child Safe Organisations and Catholic Professional Standards Ltd Safeguarding Standards. Principles of ACU's Safeguarding Action Plan compliment ACU's Respect. Now. Always program and strengthen ACU's policies, practices and systems for all students on and off-campus	
2	• Staff and student communication plans are developed and implemented yearly to raise awareness of Respect. Now.	• Continue to promote respectful relationships and behaviours through various communications on the

| *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* | Always program across the University. The plan is monitored by the RNA Advisory Committee. The plan includes regular messaging promoting consent and reporting.

• RNA promotions continue to be held during O-Week and in student orientation sessions.
• Collateral is distributed to students at Orientation, Campus events and at student accommodation promoting safety on campus. During Covid-19, collateral was sent to all new students within their induction package.
• Commencing Undergraduate students are required to undertake facilitated discussion sessions on respectful relationships as part of a compulsory unit – the UNCC100 'Self and Community'.
• ACU created an illustrated Consent and Bystander Behaviour video https://youtu.be/ZkfzO6CoHgA. The video is promoted through:
   o ACU public website;
   o Student Portal;
   o Staff Bulletin;
   o Online student accommodation application portal; and
   o ACU Sporting club workshops. | Student Portal, at Student Life and Student events, at ACU sports workshops and tournaments and within student accommodation.

• Develop and implement a training program for staff on responding to disclosures of sexual assault or sexual harassment.
• Continue to promote the ACU Consent and Bystander Behaviour video.
• Continue to increase student engagement through collaboration with the School of Arts.
• Promote RNA initiative through campus posters, screensavers, flyers and collateral/merchandise.
• Continue to roll out the Bystander Awareness Training Program (MATE) to high-risk areas of the University and ACU student leaders.
• Utilise student posters as collateral around University campus and online. |

	- An RNA Education, Awareness and Training Programs Working Group was established to oversee the implementation of RNA education programs for staff and students. - ACU held student competitions in 2019 centred around the concept of respect. These competitions were aimed to engage, inform and raise awareness of RNA and of the role each individual plays in developing a safe and respectful community. Competitions were held in the following areas: - Oratory Competition - Theme: Respect is essential to driving positive change. - Photography Competition - Theme: Respect through the eyes of others. - Creative and Performing Arts Showcase - Theme: Respect = Courage and Integrity - In 2020, ACU incorporated RNA poster designs as one of the assessments in the Design Unit. Students had a choice to enter their work into a competition. Winner's work will be used as promotional posters on campuses and online.	

	▪ Education and compliance online modules developed for all continuing and fixed-term staff; the modules cover:
	
	   o Dealing with Discrimination, Harassment and Bullying
	
	   o Online Privacy Awareness
	
	   o Critical Incident Management Awareness
	
	• In 2019, ACU counsellors were provided with a national teleconference training session for student leaders, educating them on:
	
	   o Responding to a disclosure of sexual assault
	
	   o Sexual harassment
	
	   o Self and other harm
	
	• In January 2020, five (5) ACU Staff across high-risk areas of the University participated in a train-the-trainer MATE Bystander Awareness program run by Griffith University.
	
	• Bystander Awareness Training Program (MATE) was delivered to staff and student leaders in high-risk areas such as:
	
	   o Living and Learning Communities
	
	   o Student Enrichment
	
	   o Student Experience
	
	   o Sports, Health and Wellbeing	

	• In 2020, Bystander Awareness Training (MATE) was added to ACU's Leading with Impact program as an opportunity for ACU students to develop leadership skills.	
3 *Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment*	• Regular communication on ACU's support services is provided to staff and students in accordance with ACU's RNA Communication Plan. All information is publicised and available on the ACU Student Portal. • Adoption of the SafeZone app and drop-in counselling services are regularly promoted.	• Continuous implementation of the actions articulated in the annual RNA Communication Plan. • Ensure the R.N.A section on the ACU public website and on the Student Portal is continually updated. • Review and implement the training modules for staff and students developed by UA. Available in 2021. • Details of internal and external support services to be clearly promoted on all RNA communication and on the RNA landing page. • Redraft the R.N.A landing page to better promote the reporting process.
4 *Within a year, universities should commission an independent, expert led review of existing university policies and response pathways in relation to*	• In 2019 the RNA Advisory Committee decided to create a standalone Policy and Procedure for students – 'Student Sexual Misconduct Prevention and Response Policy and Procedure'. The Student Sexual Misconduct Prevention and Response Policy and Procedure was endorsed by ACU's Vice-Chancellor and President and released in May 2020.	• Continue to undertake internal reviews of existing university policies, procedures and processes to ensure they are compliant to UA's best practice guides as appropriate. • Develop an RNA section on the ACU Staff Site in addition to the public website and the Student Portal.

sexual assault and sexual harassment, to assess effectiveness and make specific recommendations to universities about best practice responses.	• The University Critical Incident Management Policy now has a separate reporting section for sexual assault and sexual harassment. • In March 2020, the University removed Sexual Misconduct from the Discrimination and Harassment Policy and developed a new Staff Sexual Misconduct Policy. • ACU undertook a Desktop Review of ACU's R.N.A materials conducted by Universities Australia from July to August 2020 with the aim to improve the information and support for ACU students in eliminating sexual assault and sexual harassment.	• Human Resources and Research Services to review ACU's current policies and investigate the potential adoption of a stand-alone policy to guide interaction between supervisors and postgraduate students. • ACU to implement all 5 recommendations handed down by Universities Australia in their Desktop Review of ACU's R.N.A materials.
5 *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*	• Student Leaders have been identified for training on ACU's commitment to a safe environment for its students. This is included in Student Association/Clubs and Society Leader's Induction Seminar and Training Sessions. • UA's principles to guide interaction between supervisors and postgraduate students are being adopted. Progress is reported to the RNA Advisory Committee. • ACU counsellors provided a national teleconference training session for student leaders in 2019, educating them on: o Responding to a disclosure of sexual assault	• Stakeholders more likely to receive disclosures of sexual assault and sexual harassment will be identified for specialist first responder training. • First responder training program to be developed by UA for all staff and student leaders will be reviewed when available. • Create a staff guide to support staff through the reporting process.

those identified receive appropriate training.	o Sexual harassment o Self and other harm	
6 *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.*	• An audit and review of all Universities reporting systems was undertaken. Following the review, a recommendation was made to streamline the monitoring and reporting of all student incidents. • In 2019, a streamlined process to collect and store confidential information related to disclosures and reports of sexual assault and sexual harassment was established, consistent with ACU's Critical Incident Management Policy. • De-identified reports of sexual assault and sexual harassment incidents are submitted bi-annually to the Vice-Chancellor and tabled at the Senior Executive Group. • ACU's de-identified student sexual misconduct incident data is reported on the ACU website annually.	• Further review of ACU's report management system will be undertaken to ensure consistency across University practices. • The RNA Advisory Committee will continue to publish the de-identified incident statistics annually on the ACU website to provide clear visibility and transparency of incidents. • Training to be conducted with selected staff and student leaders on best practice process for handling an individual disclosure including the report handling process and guides to supporting the victim and the alleged offender.
7 *Within six months of this report, universities should conduct an audit of university counselling services to assess adequacy*	• Continuous reviews of the Office of Student Success Directorate, including Counselling, have been conducted annually: o 2016: External review o 2017: Internal review – The capacity of the Counselling Service to respond to students' request for counselling.	• Counselling statistics and data will continue to be reported to the RNA Advisory Committee for transparency and accountability.

of capacity and training and undertake data collection.	o 2019: Internal review – Manager, Counselling and Disability Services reviewed the student waiting times and the number of urgent/crisis requests received. 84% of students in Semester 2, 2019 were seen within a week (76% in Semester 2, 2018). 101 crisis requests received in 2019 (112 in 2018).
	
	o 2020: Internal review – In Semester 1, 2020 77% of students were seen within a week.
	
	• All ACU counsellors are qualified psychologist with APA accreditation or qualified social workers registered with the AASW and have at least 5 years of clinical experience.
	
	• A new student appointment system was launched in 2019. The new system:
	
	   o Enables closer monitoring of student waiting times for appointments
	
	   o Provides the student with reminders of appointments
	
	   o Strengthens reporting capabilities
	
	• Out-of-hours crisis counselling line was launched in Feb 2020. The service operates from 5 pm to 9 am (AEST) on weekdays and 24 hours on weekends and public holidays.	

8 *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.*	ACU is committed to participating in the proposed follow-up national student survey scheduled to commence in early 2021.	• ACU will assist Universities Australia in the delivery of the upcoming 2021 RNA national survey. • A common set of questions relating to student accommodation will be included in the ACU RNA Survey.
9 *Residential colleges and university residences should consider implementing report recommendations, and commission an independent, expert-led review of the factors which contribute to sexual assault*	• 'RNA Statement' is included in the ACU Student Accommodation Handbook and is part of the formal lease documents signed by residents before check-in occurs. • ACU Consent and Bystander Behaviour video is included in the online student accommodation application process and is required to be viewed by residents before check-in occurs. • Student interviews are conducted to assess their suitability to live in student accommodation. • Continuous promotion of RNA initiatives is conducted as set out in the ACU RNA Communication Plan.	• A review of ACU student accommodation, focussing on factors which contribute to sexual assault and sexual harassment and the level and nature of staff supervision will be conducted in early 2021. The review will also address the current Learning and Living Communities Model which will provide opportunities for the University to improve its position in response to any sexual harassment and assault in student accommodation settings. The proposed approach includes:

and sexual harassment in their settings.		• A comprehensive review of current policies and procedure to ensure they align with current best practice in the Australian University College Environment. • Input from staff and senior students to shape the scope and direction of the review. • Quantitative and qualitative research through online surveys and focus groups. • One-on-one interviews with students, staff and alumni.