

Recommendation no.	Action taken since last milestone report in February 2019	Planned/future action
<p style="text-align: center;">1</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>Curtin has maintained the Respect. Now. Always. Steering Committee (hereafter ‘RNA-SC’) since formation in 2017, with direct reporting lines to the Vice-Chancellor and the Senior Executive Team.</p> <p>The RNA-SC is chaired by the Academic Registrar and Director, Student Experience and it includes staff and student representation from across the University. The RNA-SC action plan identifies a set of priorities for Curtin.</p> <p>There have been many actions taken since the last milestone report. Examples include the launch of the Respectful Relationships program, the collation of existing policy frameworks under one overarching policy, and the introduction of amendments to assessment policy to ensure that students can be supported through assessment extensions.</p>	<p>Curtin has committed to releasing an annual public report of progress. The Respect Now Always page (which contains the most recent report, published July 2020) will be updated with future reports on an annual basis.</p>
<p style="text-align: center;">2</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>Following a successful pilot program, the newly developed Respectful Relationships program was launched at Curtin in 2019. This program was a collaborative development including, amongst others, the Curtin Student Guild and the Diversity and Inclusion Team.</p> <p>Curtin encourages all students to complete the program, and from Semester 2, 2019 the program became compulsory for all commencing students. From September 2019, the program was also made available to staff.</p>	<p>This program will be reviewed to ensure that its content remains relevant. Contemporary issues include the need for safety in online activities, consistent with guidance within the recently released Toolkit for Universities produced by Universities Australia and the Office of the eSafety Commissioner.</p> <p>Further work will be undertaken to improve recording and reporting processes associated with the Respectful Relationships program.</p>

<p style="text-align: center;">3</p> <p style="text-align: center;"><i>Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment</i></p>	<p>During 2019, Curtin comprehensively updated a number of online resources and the RNA website was superseded by the ‘Respectful Relationships’ website.</p> <p>Updated topics included information on how to report sexual assault or harassment to the university, and information about the ways in which Curtin can support students – even if the incident occurred in the past.</p> <p>The Curtin staff portal was updated to include information for staff relating to the new Respectful Relationships program, with updated guidance on how to respond to a disclosure.</p> <p>Curtin’s approach to facilitate student/staff knowledge of support services and reporting processes was selected as an exemplar of good practice in the Good Practice Note titled Preventing and responding to sexual assault and sexual harassment in the Australian higher education sector, published by the Tertiary Education Quality Standards Agency in July 2020.</p>	<p>During 2020, Curtin has undertaken to review (and update where appropriate) questions in the annual Curtin staff survey that serve to establish staff awareness of policies and their confidence to report matters related to sexual assault and sexual harassment.</p>
<p style="text-align: center;">4</p> <p style="text-align: center;"><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>Curtin has established a single overarching policy document, the Sexual Assault and Sexual Harassment Prevention Policy. Approved in 2019, this policy consolidates references to existing documents. The policy defines what constitutes sexual assault and sexual harassment, and it provides links to the relevant Statutes, Rules, Policies, Procedures, and other key references, including the Curtin Code of Conduct.</p>	<p>Information provided to commencing staff will be reviewed and updated as appropriate, as part of new staff induction activities.</p> <p>The expectations of the Curtin Code of Conduct will be made more prominent in the appointment of new staff.</p>

<p>4 (continued)</p>	<p>Other response pathways have been examined, including those that would apply if an incident occurred whilst students were on public transport. This led to Curtin coordinating an approach in collaboration with all of the other WA universities to produce an ‘at a glance’ key information guide for the Public Transport Authority of WA to make available to staff in control rooms. This will help to ensure that students in need are immediately connected to the support services of the relevant university.</p>	
<p>5</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>Curtin has worked with external agencies such as the Western Australian Sexual Assault Referral Centre, SARC, to provide specialist training to the RNA-SC and other key staff to support their leadership roles. Similarly, frontline staff have received additional training, in view of the likelihood that they would receive a disclosure.</p> <p>In November 2019, the Vice-Chancellor announced the release of a collection of new resources relating to Family and Domestic Violence. Curtin also established a new set of procedures, titled Family and Domestic Violence Leave and Support Procedures. Curtin encourages all staff (and especially those that hold a management role) to complete the training program.</p>	<p>To further raise awareness of staff in 2020, Curtin is adopting Universities Australia’s training program, titled <i>Sexual Harassment and Sexual Assault - What are the drivers and how can staff respond?</i> All staff will be encouraged to complete the program.</p> <p>Further training and guidance will also be provided to staff supervising PhD students to ensure clarity of expectations.</p>
<p>6</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>Curtin has established a centralised approach to the recording of confidential data. Consistent with guidelines published by Universities Australia, data is collated for both formal reports and for disclosures. During 2019, Curtin participated in the Western Australian Public Sector</p>	<p>Curtin will continue to refine and review its internal reporting processes in the light of data and experience, to ensure that RNA-SC leadership and coordination is informed by evidence.</p>

	Commission analysis of systems to prevent and manage sexual misconduct in WA universities.	
7 <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>	Following a review, the Student Wellbeing Advisory Team became part of the Counselling Service to maintain capacity levels and support for students.	Curtin will continue to monitor key indicators of adequacy of capacity (including wait times to see a counsellor).
8 <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>	Curtin fully supports the recommendation to conduct future national student surveys. Curtin has contributed to development work conducted by the Social Research Centre on the new survey.	Curtin will encourage student participation in the forthcoming national level survey. The results of this survey will provide important indicators of progress, serving also as a guide to future activities consistent with the goal of reducing the prevalence of sexual assault and sexual harassment within the sector.
9 <i>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 and sexual harassment in their settings.</i>	In 2019, Curtin moved to an external provider model for student accommodation on the Perth campus. Contractual arrangements were established and as part of this process these were examined to ensure that appropriate governance measures were in place. More broadly, the campus infrastructure has seen many improvements to safety, accessibility, and wellbeing.	Curtin will evaluate and where appropriate refine questions in our student surveys to ensure that these continue to effectively examine and report on the issue of safety within campus accommodation.