

CHANGE THE COURSE: NATIONAL REPORT ON SEXUAL ASSAULT AND SEXUAL HARASSMENT AT AUSTRALIAN UNIVERSITIES

University of Canberra three-year progress report on implementation of recommendations

September 2020

Recommendation	Action taken since last milestone report in February 2019	Planned/future action
<p>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.</p>	<p>The UC Respect. Now. Always. Committee comprises the Deputy Vice-Chancellor Academic (Chair); the Director Student Connect (Deputy Chair); the Dean of Students and Director Student Life (Deputy Chair); the Executive Officer Academic (Secretariat); the Director Medical and Counselling; the Deputy General Counsel; the Deputy Director Operations and Maintenance; the Deputy Director Client Relationships; the Manager Internal Communications and Media; the Associate Director Policy and Compliance; and the President of the Student Representative Council.</p> <p>The Committee reports directly to the Vice-Chancellor and he has overall authority over the Committee and its actions. The Vice-Chancellor represents the Committee and provides these updates to the senior leadership of the University through his regular report to Council, as well as at Executive and leadership group meetings.</p> <p>Since the last reporting update, the Committee has been split into six smaller working groups, with each working group responsible for monitoring various actions and strategies pertinent to their work. Each working group comprises a variety of relevant stakeholders and members across the University. These actions make up the UC Action Plan, mirroring the recommendations provided to UC through the Broderick Review. This is updated at each Committee meeting (approximately every 6-8 weeks). In addition to the recommendations / actions that have resulted from the Broderick Review, the Committee and its working groups have undertaken a variety of other work to contribute to meeting the overall objective of creating a safe and respectful University environment for all UC community members.</p>	<p>A recent review conducted by PWC recommended that the University focuses on improving its long-term evaluation of actions through the development of relevant performance indicators. These are currently being worked through and will be reviewed and discussed at the next Committee meeting.</p>

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<p>2. 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.</p>	<p>The University of Canberra remains committed to addressing the underlying drivers of sexual assault and sexual harassment, as well as other forms of abusive or inappropriate interpersonal behaviour, through ongoing education and training initiatives.</p> <p>Since the last update to the AHRC, the various training and education programs that the University runs have continued to be reviewed and promoted to students and staff. This includes the Consent Matters module (students), the Responding to Disclosures of Sexual Violence module (for staff); Health Relationships program (staff and students, run by Medical and Counselling staff); Mental Health First Aid Training (staff and students, run by Medical and Counselling staff); ethical bystander training (staff); advanced trauma training (staff); and disclosure training (staff). We have formalised our partnership with the AIDS Action Council and A Gender Agenda to deliver ongoing LGBTQI+ Awareness and Inclusivity Training for staff and students through the UC ALLY Network and Rainbow UC.</p> <p>In addition, as part of our suite of personal development programs, we have run programs that assist people in managing difficult behaviour, supporting student distress, unconscious bias, how to improve the student experience and cultural awareness training.</p> <p>The University has recently incorporated the SBS Inclusion Program into its suite of ongoing training and development modules. Staff will soon have access to a range of education modules that focus on increasing awareness and understanding of diversity. These modules will be a compulsory component of staff training as part of the yearly personal development and assessment cycle.</p> <p>In reference to communications activities, the University has developed ongoing communications initiatives as part of its RESPECT campaign. This has included regular updates to the website content, new videos, updates to training packages and participation in events and activities on campus. The most recent work has been in consultation with students to develop a full-formed student led communications campaign for roll-out in 2021. Over Semester 1 and 2 2020, two student groups participating in the Faculty of Arts and Design WIL project hub have been engaged to develop a comprehensive communications campaign, focused on creating a culture of respect and inclusion at the University, that specifically speaks to students. This will be rolled out in full commencing 2021.</p>	<p>Mandatory completion of the SBS Inclusion Package as part of staff yearly training and personal development cycle.</p> <p>Implementation of the student led RESPECT campaign.</p> <p>Revamp of the Consent Matter module and affiliated education programs.</p> <p>Development of a yearly calendar of activities and training for staff and students.</p>

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<p>3. Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment.</p>	<p>In April 2019, the University launched its upgraded incident reporting tool, operated through the IVIVA system. The tool was developed in consultation with multiple stakeholders, including Campus Estate, People and Diversity, the Academic portfolio, Medical and Counselling, University Residences (UniLodge) and with students via the SRC.</p> <p>The reporting tool has enabled a significant improvement in our reporting processes and has been well received by both staff and students. The tool is used for reporting all types of incidents on campus, not exclusively SASH, though there is a specific portal for SASH reporting. The tool enables anonymous reporting and has an effective case management workflow applied so that all incidents are dealt with in a timely matter and with the full support and experience of reporters in mind. The tool has had ongoing improvements since it was launched, taking into account ongoing feedback from students and staff and to facilitate the best possible user experience possible.</p> <p>The reporting tool has been the focus of a number of communications initiatives and has been a feature of the UC RESPECT campaign. In addition, the reporting tool is regularly promoted through our network via the Student Bulletin, the student intranet (MyUC), the learning management system (UCLearn) and via regular email updates from the Deputy Vice-Chancellor Academic and the Dean of Students.</p> <p>The students involved in the project hub student-led communications campaign have been asked to consider promotion of the reporting tool as one of their deliverables in their campaign brief.</p>	<p>Implementation of the UC student-led RESPECT communications campaign.</p> <p>Ongoing promotion of the reporting tool to students through various mechanisms.</p> <p>Establishment of the Safe Communities UCLearn site.</p> <p>Ongoing improvements and review of the IVIVA reporting tool based on user feedback.</p>

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<p>4. 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.</p>	<p>The University of Canberra commissioned an independent review of SASH policies and procedures and the UC environment. As at current status, 29 recommendations have been fully implemented, or are implemented with ongoing monitoring required; four recommendations have commenced implementation and ongoing work is required to finalise; one is to be implemented by the end of 2020; and five recommendations have been deliberated and now require further approval to proceed with suggested course of action.</p> <p>In addition to the above, as part of its annual audit cycle, PWC conducted a follow-up of the Broderick Review Recommendations throughout the first half of 2020. The PWC Audit provided an objective assessment of the current status of Broderick Review implementation and made a number of recommendations to ensure the achievement of the remaining actions, as well as improving compliance against some of the actions that have already been noted as complete.</p> <p>These recommendations were accepted by the Committee at the July Committee meeting and a University response (with timelines for implementation) has been agreed. Most recommendations have been actioned (including a review of the Committee Charter and implementing stronger governance processes), with the remaining actions to be actioned by the end of 2020.</p> <p>One of the primary pieces of work that has concerned the Committee in 2020 is the finalisation of a policy on sexual assault and sexual harassment at UC. The approach that has been adopted involves the development of an overarching University Charter, underpinned by several policies referencing various types of behaviours, including a sexual assault and sexual harassment policy and a safety and security policy. Each policy tethered to the Charter will have an attached procedure. The Charter will take from the draft Interpersonal Behaviour policy, the Student Charter and the Staff Charter of Conduct and Values, making it a single document to cover all members of the University Community. This is considered an optimal way forward. The Charter and associated policies are being developed in line with best practice standards across the sector and modelled on a number of similar policies across other Australian universities.</p>	<p>Remainder of the actions under the Broderick Review implementation plan and the PWC Audit response.</p>

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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 those identified receive appropriate training.	<p>All student facing staff and students (including the Student Representative Council) at UC undertake appropriate levels of training to ensure that they provide effective support to those students who report incidents of sexual assault and sexual harassment, either through the reporting tool or via other mechanisms. In addition, we work closely with a number of external organisations to ensure that we provide students that have experienced an incident of SASH are supported to the highest possible standard.</p> <p>Training is provided by our in-house Medical and Counselling team, as well as through partner organisations such as the Rape Crisis Centre and ACT Policing. Training is provided to staff to help them deal with different cohort of students and ensure that case management is culturally sensitive.</p>	Yearly calendar of training programs to be implemented from 2021 to ensure increased staff uptake.
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.	<p>The information that is collected on reported SASH incidents is securely collected through the IVIVA platform and is completely confidential. The case management work flow that has been established ensures that the information collected as part of the reporting process is very tightly controlled and only the absolute necessary staff are able to access detailed records (for example, the Dean of Students). Data that is presented to the University Executive and leadership groups is de-identified and is only used to identify trends or areas of concern that might require further action (i.e. identifying particular hotspots of certain activity). Training is provided to all staff that use the IVIVA platform to ensure that the privacy of people reporting through the system. In addition, the new platform enables anonymous reporting for those individuals who are not comfortable with making a formal disclosure.</p>	Ongoing review of IVIVA reporting system, including disclosure pathways, case management system and data reporting.
7. 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.	<p>The University of Canberra has access to an in-house, integrated Medical and Counselling team providing high levels of service to all staff and students. The team are multi-disciplinary, trauma informed and undertake regular mandatory professional development to ensure that they provide the best level of care and support to our community. The comprise a range of health professionals, from nursing staff to psychiatrists, that enable to effective triaging and comprehensive case-management that is not possible in almost any other comparable university environment.</p>	Ongoing review and monitoring of University Medical and Counselling services (existing annual review).

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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.	The University of Canberra will work alongside Universities Australia to conduct the next national survey of sexual assault and sexual harassment in Australian universities in line with the sector's ongoing commitment to eradicating SASH incidents in the university environment. We remain committed to the survey and all activities led by Universities Australia and other relevant stakeholders.	Participation in the next national survey conducted by Universities Australia.
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 and sexual harassment in their settings.	The University partners closely with our residential provider, UniLodge, to ensure that their policies and approach to managing SASH and other incidents is in line with University policy and procedure. Their staff all undertake mandatory training to ensure effective support of students. In addition, they utilise or reporting service, IVIVA, so that all reported incidents can be case managed as effectively as possible. They undertake regular reviews of their service.	Ongoing review of UniLodge processes and procedures to ensure compliance with University expectations. Ongoing training for staff in using the IVIVA platform. Ongoing training for UniLodge staff with our Medical and Counselling team.