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.*	• The University's commitment to a zero tolerance to sexual assault and sexual harassment (SASH) has not changed. This is reinforced in key communications from time to time from the Vice-Chancellor. • Our SASH Independent Oversight Committee which was set up to oversee the implementation of the recommendations and the Action Plan met twice in 2019, to review progress and broader initiatives. A meeting in 2020 has not yet been held and was carried over due to COVID-19. • The Action Plan (which remains available on our Respect.Now.Always webpage) is reflective of our current status, with all recommendations implemented and integrated into working policy and practice.	• Our commitment to a zero tolerance for sexual assault and sexual harassment will remain unchanged. • The SASH Independent Oversight Committee will be reframed into a "SASH Advisory Committee" with continued input from external stakeholders with expertise in this area to advise on relevant matters of policy and response. We will continue to assess and adjust our policy and practice, using our insights gained from data collection and our lived experience.
2 *Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that includes education programs, and identifies*	• We have continued to provide education and training opportunities for staff and students, which includes online modules *Consent Matters* (provided by Epigeum) and *Responding to Disclosures* (which has in 2020 been replaced with a module developed in partnership with Universities Australia and the Australian Psychological Society, *Sexual harassment and sexual assault: What are the drivers and how can staff respond*). The University's Pro Vice-Chancellor for Culture, Wellbeing & Sustainability, assisted in the development of this new module.	• The University will undertake a review of its training program for sexual assault and sexual harassment. Website content and other resources will continue to be regularly reviewed and updated as required.

existing resources and communications campaigns that reinforce key messages	• Online training is offered to all staff and students, and is compulsory for certain cohorts, particularly those working and living in student accommodation. • The University has also continued its relationship with the Sexual Assault Support Service (SASS) to deliver face-to-face training to staff and students living in accommodations. This training was migrated to Zoom in 2020 due to COVID-19. • Website materials and resources on sexual assault and sexual harassment continue to be available to staff and students, as well as reporting options. • The University is also undertaking a body of work through its Equity Committee and People and Wellbeing to improve gender equity with strong leadership from the Vice Chancellor and Provost who is the Executive Sponsor of the University Equity Committee.	
3 *Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment*	• Information on support services and reporting processes continue to be provided on websites and via other materials. The Safe and Fair Community Unit also delivered a number of presentations to Colleges and Divisions on reporting options and practices. • the University finalised a guidance document in late 2019 to support staff when faced with anonymous complaints.	• Web pages are being reviewed as part our continuous improvement focus. • The Safe and Fair Community Unit will commence a campaign in late 2020 to further communicate its purpose and availability to support staff and students who have experienced SASH, or who might be supporting people.
4 *Within a year, universities should commission an*	• As reflected in the Action Plan, the recommendations from the independent review into the University's policies and practices (Rosenthal and Banks) have all been implemented and integrated into working policy and practice.	• As part of our continuous improvement focus, we will continue to review policy and practice, and contribute to sector developments.

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.	• The University's Behaviour Policy and Procedure has been reviewed in 2020 as part of a wider project of our governance and policy framework. The opportunity was also taken to reflect on our key principles as they relate to sensitive matters like SASH. • We have continued to engage with the University sector on SASH matters, reviewing good practice. The Pro Vice-Chancellor Culture, Wellbeing & Sustainability also contributed to the development of the TEQSA's *Good Practice Note: Preventing and responding to sexual assault and sexual harassment,* which was released in July 2020.	
5 *Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual*	• As noted, the University has continued to provide training to staff and students in 2019 and 2020 on responding to disclosures of sexual assault and sexual harassment. This has taken the form of online modules and direct training by the Sexual Assault Support Service. • Staff working in student accommodation, and students who live there (including Student Leaders), are required to complete both online training and attend a session with SASS. We consider student accommodation facilities to be a key risk area for SASH incidents. • The University has continued to maintain and make available a First Responders Protocol to assist our community members if they receive a disclosure.	• As noted, a review of the training strategy is due to take place in late 2020. However, we expect that compulsory training will continue for student accommodation. • More broadly, the University will also review its training for staff.

assault and sexual harassment and ensure those identified receive appropriate training.		
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.*	• In February 2019, the University implemented an online reporting and case management solution, *Advocate*. This is maintained by the Safe and Fair Community Unit, with restricted access to information. It contains details of incidents of inappropriate behaviour, including SASH. • The Safe and Fair Community Unit has delivered periodic reporting to the Provost, University Executive Team and Audit and Risk Committee (committee of University Council). This report highlights incidents of SASH (on a de-identified basis) and trends, as well as opportunities for improvement. • The work of the Safe and Fair Community Unit is supported by an internal Governance Group, which receives incident data, but also provides guidance and expertise on individual case matters and policy decisions.	• The Safe and Fair Community Unit will continue to refine its reporting model. Trend data will be used to address systematic issues and opportunities for improvement to policy and practice.
7 *Within six months of this report, universities should conduct an audit of university counselling*	• The recommendations from an external audit of the University's counselling service which were delivered in late 2018 have been implemented, as appropriate. Additional resourcing was provided in 2018 and staff diversity within the service was also increased in early 2019. Counsellors are also regularly involved in developing and delivering proactive wellbeing resources	• Finalise the review of the University's wellbeing support services.

services to assess adequacy of capacity and training and undertake data collection.	and information sessions. Following COVID-19, services have successfully been transitioned online. • There remains an active program of review of our wellbeing support services, to ensure we are meeting student needs. This review will take into account recommendations from the external audit.	
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.*	• Universities Australia postponed the release of the student survey in 2020 due to COVID-19.	• The University will participate in the UA survey in 2021.
9 *Residential colleges and university residences*	• The report recommendations delivered by the Nous Group in late 2018 continue to remain a key focus in 2020. Most of the recommendations were addressed in the implementation of the *Change the Course*	• How we prevent and respond to sexual assault and sexual harassment in our student living communities will continue to be a focus in 2020 and beyond.

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.	recommendations, and from our own Rosenthal and Banks report. • In late 2019, a new leadership structure in our Student Living team was implemented, with senior Heads appointed for each geographic location. This has resulted in amendments to the residential action plan to better reflect current circumstances and the support and wellbeing initiatives that have been integrated in the broader pastoral care and engagement plan.	