



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

La Trobe University is committed to promoting a respectful community culture and student safety is a key priority. We are working hard to ensure our campuses are safe places to be and we will continue to make ongoing safety and security improvements, and actively champion equity, diversity and inclusion. We have made good progress, but there is more to do. In particular, we will do even more to raise awareness about the respectful behaviours we expect of each other at La Trobe, and in our wider engagement in the community.

My own personal involvement in the Male Champions of Change initiative, the SAGE work, and activism against gender-based violence are strong and visible commitments to action from a governance and leadership perspective.

Specifically in relation to the recommendations of the Australian Human Rights Commission *Change the Course* report, La Trobe University accepts all recommendations in full or in principle.

John Dewar
Vice Chancellor
La Trobe University

University name: La Trobe University				
Recommendation no.	Description	La Trobe University focus areas	Action already taken	Planned/future action
1	The University should take direct responsibility for the implementation of all recommendations including decision-making, monitoring and evaluation of actions taken	<p>Leadership and Governance A strong and visible commitment to action from university leaders, accompanied by a clear and transparent implementation of these recommendations.</p>	<p>La Trobe has established the Campus Safety Group, chaired by Vice Chancellor John Dewar</p> <p>The Campus Safety Group (CSG) has oversight of all campus safety-related matters including measures to prevent sexual harassment and sexual assault and ensure appropriate support to students and staff. Membership includes a representative of Victoria Police.</p> <p>The CSG has formed a working group with broad representation which is charged with the development and oversight of the Respect at La Trobe Action Plan.</p> <p>The working group is led by the Executive Director, Student Services and</p>	<p>Staff, students and relevant external experts will continue to be consulted as the Respect at La Trobe Plan is further developed and implemented.</p> <p>The Campus Safety Group (CSG) will continue to monitor and evaluate actions taken, identifying further measures that may be necessary.</p> <p>Measures to sustain commitment and ‘buy in’ from senior leadership and student leadership towards the prevention and response to sexual assault and sexual harassment, will continue to be identified and implemented</p>

			Administration and includes three work streams around Policy and Procedures; Education, Communication and Training; and People and Culture.	
2	Universities develop a plan for preventing & addressing the drivers of sexual assault and sexual harassment	Changing attitudes and behaviours Development of measures aimed at preventing sexual assault and sexual harassment.	<p>A Respect at La Trobe Action Plan is constantly updated and reviewed, to continue with our focus on awareness raising, training and initiatives to prevent and respond to sexual assault and harassment.</p> <p>Training and education provided for students and staff includes:</p> <ul style="list-style-type: none"> • Identification of behaviours that constitute sexual assault & sexual harassment and underlying causes. • Online training <i>Consent Matters, Boundaries Respect, Positive Intervention</i> is provided to all students and is compulsory in residential services. 	<p>Implementation of a Gender Equality Blueprint with clear responsibilities for senior leaders and staff.</p> <p>Provision of additional face to face training for student leaders, based on best practice & research, agree delivery plan and measures for evaluating.</p> <p>Further evaluation and continuous improvement of on-line and face to face training.</p> <p>Continuous promotion and embedding of key messages of the 'individual & collective responsibility' to prevent and respond to sexual assault/sexual harassment plus supports available.</p>

			<ul style="list-style-type: none"> • Training for student leaders and other groups on unacceptable behaviours, how to respond, boundaries and referral points. • Training in residential services includes respectful relationships, responding to disclosure of sexual violence, bystander intervention, alcohol and drug education. Workshops from the office of Esafety commissioner and panel discussions • Responding to disclosures training has been provided by Northern Centre Against Sexual Assault (NCASA) and Counselling services to key groups and stakeholders across the University including residential student leaders. 	<p>A plan to train and engage students as ambassadors to be positive bystanders in the promotion and prevention of violence against women.</p> <p>Increased collaboration with expert community organisations such as Women’s Health in the North, Domestic Violence Victoria and NCASA around effective prevention and response measures</p> <p>Further rollout of promotion and training by the Speakup staff, especially to academic divisions</p>
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			<ul style="list-style-type: none"> • Responding to disclosures training was also provided by our Speak Up staff to researchers in La Trobe's Centre for Alcohol Policy Research. • Workshops from the office of Esafety commissioner and panel discussions available to the wider La Trobe University community. <p>Embedding positive messages and actions to change attitudes and beliefs and address the drivers of sexual violence including gender inequality</p>	
3	Ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment and evaluate the activities undertaken to increase awareness of support services and reporting processes to ensure that	University responses to sexual assault and sexual harassment Implementation of effective processes for responding to sexual assault and sexual harassment.	The 'Speak Up' service has been well established, promoted and is trusted as the key service, where students and staff can get initial support for themselves or others in relation to any unacceptable behaviours including sexual	Continue to promote and develop the 'Speak Up' service as a 'one stop' shop and point of contact for staff or students who wish to raise a concern or issue. Ensure support services are responsive, interconnected

	<p>these measures have been effective in increasing awareness among staff and students</p>		<p>harassment and sexual assault. Success to date is evidenced by the increase in demand for this service from different areas and locations within the University and satisfaction with the support received.</p> <p>La Trobe has developed a Sexual Assault Policy and completed a comprehensive and overview map & audit of all policies and procedures in relation to student behaviour, complaints and the general misconduct statute.</p> <p>All support services have been clearly and widely disseminated especially at orientation, and accessible to people with a diversity of backgrounds.</p> <p>La Trobe has developed ongoing strong collaborative links with external services including NCASA, local police and medical services. NCASA operate one day a week from</p>	<p>comprehensive and flexible to suit individual circumstances and diversity.</p> <p>Continue to review and evaluate the effectiveness of the communication and response to sexual assault and sexual harassment</p> <p>Continue to streamline the reporting mechanisms and response</p>
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			within La Trobe's counselling services.	
4	<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>Monitoring and evaluating Ensuring that steps taken to prevent and respond to sexual assault and sexual harassment are evidence-based and that improvements to prevention and response mechanisms are made over time.</p>	<p>Relevant policies and procedures are being reviewed as part of the counselling audit, which commenced in June 2018. In addition, the policies relevant to Residential Services are being examined by the independent review of Residential Services</p> <p>Further ongoing review of all policies and pathways is planned</p>	<p>Continuous review including an independent review of revised policies procedures and response pathways to sexual assault and harassment to be completed by in Q3/Q4 and implementation of recommendations.</p>
5	<p>Universities should conduct an assessment to identify staff members within their institution most likely to receive disclosures of sexual assault and sexual harassment</p>	<p>Changing attitudes and behaviours Development of measures aimed at preventing sexual assault and sexual harassment.</p>	<p>Review of current staff members working with and dealing with sexual assault and sexual harassment issues completed.</p>	<p>Ongoing identification and training of staff and students in leadership roles most likely to receive disclosures and ensure they are provided with training from specialists in area.</p>

			<p>Skills & Awareness Training has been provided for staff including:</p> <ul style="list-style-type: none"> • Responding to disclosures training provided by NCASA and Counselling to key identified staff including the <i>Speak Up</i> service • Residential college staff and student advisors in leadership roles provided with training to manage the concerns and needs of victims, friends/associates, bystanders & alleged perpetrators. 	<p>Provision of optional online module <i>Responding to Disclosures</i> for staff and students, embedding key information on local University policies, procedures and guidelines.</p>
6	<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.</p>	<p>Monitoring and evaluating Ensuring that steps taken to prevent and respond to sexual assault and sexual harassment are evidence-based and that improvements to prevention and response mechanisms are made over time.</p>	<p>Data is already being collected and stored confidentially. De-identified reports are provided every six months to CSG identifying any trends and recommendations for improvements.</p>	<p>A new centralised reporting system is being put in developed, identifying instances and details of concerning behaviours /responses which will be able to collate information from various areas across the University.</p>

7	Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services.	<p>Monitoring and evaluating Ensuring that steps taken to prevent and respond to sexual assault and sexual harassment are evidence-based and that improvements to prevention and response mechanisms are made over time.</p>	<p>A review of counselling services capacity and capability is currently in progress including an examination of relevant policies and procedures.</p> <p>An active partnership agreement with CASA has been signed to assist students and staff with incidents and training. CASA presence on campus is regular - minimum 1 day per week.</p>	Need to assess, based on data, if additional counselling services are required and implementation of recommendations from review.
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.	<p>Monitoring and evaluating Ensuring that steps taken to prevent and respond to sexual assault and sexual harassment are evidence-based and that improvements to prevention and response mechanisms are made over time.</p>	La Trobe University supports UA in this endeavour	Universities Australia will undertake a follow up national survey in three years to measure effectiveness of initiative and to guide future action.
9	A review to further examine issues and solutions to address sexual assault and sexual harassment within	<p>Residential colleges and university residences Specific steps to improve the culture</p>	An independent expert entity has been appointed to review and make recommendations on residential culture, physical environment, governance	Review and implementation of recommendations around: <ul style="list-style-type: none"> • Appropriate responses • Trauma –Informed & rights based approach

	residential colleges and university residences	within residential colleges and university residences, with a particular focus on risk management.	<p>structures and power relations that may impact on levels of sexual assault and harassment.</p> <p>Review to be completed by the end of August 2018.</p>	<ul style="list-style-type: none"> • Ways that hazing and traditions may facilitate culture leading to increase sexual violence. • Role of alcohol in increasing likelihood of sexual violence • Level and nature of supervision in a 24hour setting, and • Level and adequacy of training for training advisors to respond.
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