

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

<b>University name: SOUTHERN CROSS UNIVERSITY</b>		
<b>Date: 20 March 2019</b>		
<b>Recommendation no.</b>	<b>Action already taken</b>	<b>Planned/future action</b>
<p>1 Vice-Chancellors should take direct responsibility for the implementation of these recommendations, including decision-making and monitoring and evaluation of actions taken.</p> <p>To assist and advise them in this respect, Vice-Chancellors should have an advisory body within their institution which has responsibility for guiding the implementation of the recommendations made in this report.</p> <p>The advisory body should be responsible for developing an action plan for the implementation of these recommendations.</p>	<p>A Student Safety Taskforce, chaired by the Deputy Vice Chancellor (Academic) and reporting to the Vice Chancellor was established. The Taskforce has a specific focus on addressing sexual assault and sexual harassment. Membership included University staff across the 3 main campuses (including representatives with links to external providers such as the police and external health services) and student representation.</p> <p>The Taskforce reported regularly to the Vice Chancellor as programs and strategies were developed. The Taskforce was supported by two other working groups, one attending to campus residential accommodation and the other an implementation group focused on identifying risk.</p> <p><u>March 2019</u></p> <p>The Student Safety Taskforce was replaced by the Student Safety and Wellbeing Committee – Co-chaired by the DVC (Students) and Director, Human Resources. The committee took on a broader student safety scope while continuing to retain the prevention of sexual violence and sexual assault as a key focus.</p> <p>In February 2019, Vice Chancellor Professor Adam Shoemaker chaired the special Universities Australia panel on 'Preventing Violence Against Women'. Approximately 80 people took part in a very productive 90-minute session. The panel featured four leading practitioners in the field from both Australia and New</p>	<p>The recommendations from the 'Change the course' report and the SCU Action Plan will continue to be regularly evaluated and reported to the Vice Chancellor and Executive.</p> <p>Associated actions and initiatives arising from the Student Safety and Wellbeing Committee will be reported to the Vice Chancellor and Executive on a regular basis and to the University's Council annually.</p>

	<p>Zealand, including the SCU recent law graduate and Human Rights advocate, Angela Powditch.</p> <p>To inform our best practice approach, Professor Nan Bahr (Deputy Vice Chancellor, Students) attended the Respect. Prevent. Respond conference held in February 2019 in Melbourne. The Vice Chancellor and DVC (Students) attended the formal launch of the Our Watch national program of partnership with Universities Australia, featuring Natasha Stott-Despoja, Chair of the organisation.</p>	
<p>2 Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that provides students and staff with education and identifies existing resources and communication campaigns</p>	<p>The Student Safety Taskforce developed a Student Safety Action Plan focussed on:</p> <ol style="list-style-type: none"> <li>1. Improving University Responsiveness</li> <li>2. Equipping Students with Knowledge and Skills</li> <li>3. Targeting Higher Risk Environments</li> <li>4. Increasing Visibility and Commitment to Student Safety</li> </ol> <p>Specific initiatives aimed at addressing the drivers of sexual assault and harassment included:</p> <ul style="list-style-type: none"> <li>• Consent Matters and First Responder (Responding to Disclosures of Sexual Violence) training modules deployed through the SCU BlackBoard virtual learning system.</li> <li>• Wide distribution of print material highlighting the University's position that sexual assault and sexual harassment would not be tolerated and providing information on services available to assist students, especially counselling and psychological support services.</li> <li>• Development of sexual assault and sexual harassment webpage <a href="https://www.scu.edu.au/current-">https://www.scu.edu.au/current-</a></li> </ul>	<p>The development and implementation of new initiatives by the Student Safety and Wellbeing Committee, using best practice examples from across the sector, aimed at better student education and awareness.</p> <p>Additional information being added to the Sexual Assault and Sexual Harassment website that provides more specific information about the drivers of sexual assault and sexual harassment.</p>

	<p><a href="#">students/services-and-support/sexual-assault-and-sexual-harassment/</a> with emergency contacts, counselling support, reporting pathways and university policies.</p> <p>Other strategies were aimed at targeting higher risk environments:</p> <p><b>UniBar -</b></p> <ul style="list-style-type: none"> <li>• Revised hours of operation and patronage (staged transition to restrict patronage to staff and students for large events and strict adherence to the Lismore Liquor Accord).</li> <li>• Implementation of security briefings pre and post events.</li> <li>• Active monitoring and review of CCTV feeds</li> <li>• Procurement of a new point of sale retail and entry documentation system to record patrons and identify repeat offenders prior to entry.</li> <li>• Relunched the UniBar as the Southern Cross Deck and Lounge to shift away from an alcohol emphasis associated with a Bar.</li> </ul> <p><b>Residential colleges –</b></p> <ul style="list-style-type: none"> <li>• New orientation program with increased focus on sexual assault, drugs/alcohol and healthy relationships.</li> </ul> <p><b>Campus libraries –</b></p> <ul style="list-style-type: none"> <li>• Providing information - including use of Multiscreen for incident reporting, technology</li> <li>• All staff briefed about the AHRC survey results and provided with contact details and strategies to help students requiring assistance.</li> </ul>	
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	<ul style="list-style-type: none"> <li>• All front of house staff have undertaken HR training in dealing with reports of harassment and assault</li> <li>• A chat service has been implemented so that any person can report immediately and anonymously anything they observe in library spaces (<i>see something say something</i>) or a person can immediately notify a staff member if they are feeling unsafe.</li> <li>• Increased patrols by library staff of library buildings</li> </ul> <p><u>March 2019</u></p> <p>A Student Safety and Wellbeing Committee co-chaired by the DVC (Students) and Director, Human Resources (with overall responsibility for work health and safety) has been established and meets monthly. The committee comprises staff and student representatives as well as a representative from our external accommodation provider, Campus Living Villages. Our Manager of Student Counselling Services is a member as is our Chaplain, WHS Manager, Heads of Campuses, Clinical Director of the SCU Health Clinic, and Director of Property Services.</p> <p>A new S4 Plan (student health, wellbeing, safety and emergency) has been developed by the Deputy Vice Chancellor (Students) which emphasises personal safety awareness with a commitment to elimination of sexual and racial assault, harassment, and aggression of all kinds. The Plan has been endorsed by the University's Executive, with planned training packages a key to addressing issues of sexual assault and harassment.</p> <p>Key services such as Chaplaincy and Advocacy have been moved to the Deputy Vice Chancellor (Students) portfolio and</p>	
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	<p>their roles and availability have been actively promoted at the recent Semester 1 new student orientation program.</p>	
<p>3 In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should widely disseminate information about procedures and resources.</p> <p>Universities should evaluate the activities undertaken to increase awareness of support services and reporting processes.</p>	<p>Initiatives by the Student Safety Taskforce have included:</p> <ul style="list-style-type: none"> <li>• The sexual assault and sexual harassment webpage (described above) with improved search functionalities and hard copy resources.</li> <li>• Information about available internal and external support services – including Sexual Assault referral services and reporting processes to the Police, Mental Health services and extensive information about Counselling and Psychological Support Services.</li> <li>• Ongoing relationships with locally available external services; for example, the Counselling Services team undertook training by specialist sexual assault counsellors from the local health services to increase the currency of their skills.</li> <li>• Wallet-sized cards printed for all staff and students which contain every emergency number essential for referrals of urgent cases involving sexual harassment or violence.</li> <li>• The SCU App has been progressively developed and upgraded to incorporate all safety contacts, protocols and campus maps, and featured the 24-hour 1800 572 224 hotline for sexual assault available nationally.</li> </ul> <p><u>March 2019</u></p> <p>A new role has been established and filled - Student Safety Support and Wellbeing Co-ordinator whose responsibilities include to implement policies and programs, including programs</p>	<p>Further development of the sexual assault and sexual harassment webpage with the direct purpose to visibly respond to and enact recommendations of the <i>Guidelines for university responses to sexual assault and sexual harassment (the UA Guidelines)</i></p> <p>A review of the Student Critical Incident Policy is underway to ensure SCU and its stakeholders quickly and appropriately respond to critical incidents which may include cases of sexual violence and assault.</p> <p>A review of current reporting and disclosure mechanisms (for staff and students) and improvements implemented to ensure open, consistent and supportive processes are in place.</p>

	<p>around sexual assault and sexual harassment, under the direction of the Committee.</p> <p>A review of student orientation materials across campuses has been undertaken to ensure a clear and consistent set of messages and support is available to students, and that they are fully aware of the services and support.</p> <p>The University's website has been reviewed in response to this report. A range of improvements have occurred including the launch of a new Student Portal which consolidates important safety information in an easily accessible location. The aim of the portal is to provide clearer triage mechanisms to streamline responsiveness and support systems, pointing students quickly and directly to available resources. An example includes a "Quick Link" icon to the Consent Matters training program.</p> <p>Through our Student Counselling unit, stronger links have been made with important external stakeholders (such as the Police, local health and counselling services) for each of the campuses. These links are allowing our student counsellors and other SCU support service providers to make immediate referrals to appropriate agencies.</p>	
<p>4 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>Policy amendments undertaken in response to the AHRC report include:</p> <ul style="list-style-type: none"> <li>• Revisions to the Harassment, Bullying and Discrimination Prevention Policy. Changes include:</li> <li>✓ Clearer definition of 'harassment' to include sex, sexual orientation and specific examples given.</li> <li>✓ More clarity around 'sexual harassment'</li> </ul>	<p>Southern Cross University has been selected, with three other Universities (Monash, La Trobe, Western Sydney), to participate in an 18 month "Our Watch" trial, commencing in 2019, of training and resources aimed at addressing the elimination of sexually related harm at universities.</p>

	<ul style="list-style-type: none"> <li>• Student Misconduct Rule amended: definition of Non-academic misconduct includes “any form of sexual harassment, including sexual assault”.</li> <li>• Sexual Harassment Guidelines updated.</li> <li>• University Risk Assessment form (Generic Risk Assessment template) updated to include a specific question: <i>“Have you considered whether there are any risks associated with sexual harassment, violence or assault?”</i></li> </ul> <p><u>March 2019</u></p> <p>An external expert in student safety, Professor Wilks, completed an audit of relevant SCU policies and a detailed SWOT analysis, with specific attention to responsive policy and practices regarding sexual assault and sexual harassment.</p> <p>The response pathways assessment considered the role and operation of key services within the University, for example:</p> <ul style="list-style-type: none"> <li>• Student associations on the different campuses,</li> <li>• Counselling and Psychological support services,</li> <li>• Chaplaincy service,</li> <li>• Student advocacy,</li> <li>• Campus security and</li> <li>• Accommodation providers</li> </ul> <p>The assessment reviewed the use of external counselling services such as BUPA’s 24 hour student advice line (available as part of overseas student health cover), the University’s Out of</p>	
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	<p>Hours Crisis Support Line and other identified services students are using in order to assist and support them.</p> <p>Recommendations from Professor Wilks' review have been approved and are being implemented. Several new response pathways have been developed including a 'Need Help' webpage integrated into a platform of student services. The platform more clearly directs students to the appropriate service and support for their needs.</p> <p>New training programs, procedures and guidelines have been recommended and are in development.</p>	
<p>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.</p> <p>Universities should ensure that these staff members and student representatives receive training in responding to disclosures of sexual assault and sexual harassment, delivered by an organisation with specialist expertise in this area</p>	<p>An assessment by the Student Safety Taskforce identified three point-of-contact groups for immediate additional training:</p> <ul style="list-style-type: none"> <li>• The Counselling Services team were provided with training by specialist sexual assault counsellors from the local health services to increase the currency of their skills</li> <li>• Library staff received training to deal with all types of harassment, including aggressive behaviours</li> <li>• All University staff were given access to a training module on Responding to Disclosures of Sexual Violence</li> </ul> <p><u>March 2019</u></p> <p>Staff from Campus Living Villages have received specialised training in this area.</p>	<p>In addition to online training modules and continued support for counselling and library staff, planned initiatives include:</p> <ul style="list-style-type: none"> <li>• Small group seminars for academic staff to discuss their roles and responsibilities in responding to disclosures of sexual assault or sexual harassment (led by qualified and experienced facilitators) and</li> <li>• Small group seminars for key contact group members, such as: student association staff, UniMentors, UniLife, Campus Living Village staff and senior residential students, Southern Cross Deck and Lounge and Southern Cross Catering and Events staff.</li> </ul> <p>The intention of the seminars is to provide staff and senior students with the skills to</p>



	<p>Frontline student support staff have undertaken the training module on Responding to Disclosures of Sexual Violence.</p>	<p>respond to disclosures with compassion – informed by best practice.</p> <p>With the appointment of the Student Safety and Wellbeing Coordinator, the small group seminars and roll-out of more targeted training in this area will continue to be a priority.</p>
<p><b>6</b> 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>On a regular basis – at least every six months – Vice-Chancellors should be provided with de-identified reports of this data, including any trends or identifiable concerns which arise, along with recommendations for any necessary improvements to processes.</p>	<p>Currently, information and reports of sexual assault and sexual harassment are collected and stored confidentially by the university. The Vice Chancellor and Executive receive regular de-identified reports highlighting any concerns.</p> <p><u>March 2019</u></p> <p>This is a current agenda item for the new Safety and Wellbeing Committee with a view to identifying areas for improvement in process.</p>	<p>Working closely with the key service providers and reporting groups across the university (for example, security, Workplace Health and Safety, Risk Management, Deputy Vice Chancellor – Academic, chaplaincy, accommodation providers) the Student Safety and Wellbeing advisory board will:</p> <ul style="list-style-type: none"> <li>• Review existing reporting and recording processes</li> <li>• Being sensitive to legal and confidentiality requirements, devise ways that disclosures and reports might be collected and stored centrally so that de-identified information pertaining to sexual assaults and sexual harassment is made available to the Vice Chancellor in a timely manner</li> </ul>
<p><b>7</b> Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services.</p>	<p>An independent review of the University’s Counselling and Psychological Support Services was conducted in the first half of 2018, with the report submitted mid- 2018.</p> <p>The terms of reference provided for an:</p>	<p>Implementation of the recommendations from the report of the Counselling Services review will be monitored, evaluated and reported on a regular basis to the University’s Executive until all</p>

	<p><i>“Independent review of the Counselling Service undertaken to ensure that the provision of service is fit for purpose and aligned with sector best practice. The review will also identify further opportunities for development and improvement of the service across the entire student cohort.”</i></p> <p><u>March 2019</u></p> <p>The report of the independent review of the Counselling Services has been submitted and its recommendations approved by the University’s Executive. It contains a range of recommendations based on stakeholder interviews, a student survey, service data and an external scan comparison of service provision in other similar sized universities.</p> <p>The recommendations are currently being implemented.</p>	<p>recommendations have been implemented successfully.</p>
<p>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>	<p>Southern Cross University is absolutely committed to preventing, addressing, and reducing the harm caused by incidents of sexual assault and harassment for those within our care and communities. The University is fully supportive of a national survey to better understand and respond to incidents at a sector-wide level.</p> <p>Southern Cross University will participate in the follow-up national survey. In addition, the university has committed to taking a national leadership role in the broad area of student safety and wellbeing and will contribute to research and evidence-based practice in the area of sexual assault and sexual harassment.</p>	<p>SCU’s survey will be conducted in 2019 and planning for this is currently underway.</p>

<p>9 In addition to considering the implementation of the university recommendations made in this report, residential colleges and university residences should commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings</p>	<p>Currently, mandatory induction/orientation for students at residential accommodation includes:</p> <ul style="list-style-type: none"> <li>• Presentations on availability of Counselling and Medical Services</li> <li>• Security services</li> <li>• Chaplaincy services</li> </ul> <p>At CLV residential accommodation, the following reporting requirement apply:</p> <p><b>Level 3: Significant</b></p> <table border="1" data-bbox="763 699 1518 798"> <tr> <td>Sexual Assault</td> <td><b>Sexual assault</b> – all incidents of sexual assault, whether or not the sexual assault has been reported to the police</td> </tr> </table> <p>Reporting to the University within one hour (Level 3).</p> <p><b>Level 4: High</b></p> <table border="1" data-bbox="763 938 1518 1005"> <tr> <td>Sexual Assault</td> <td><b>Sexual assault</b> – aggravated sexual assault, rape</td> </tr> </table> <p>Reporting to the University immediately (Level 4).</p> <p><u>March 2019</u></p> <p>Campus Living Villages (CLV) completed an independent review of the policies, procedures, training and communication on sexual assault and sexual harassment at it Australian Villages. Seven key recommendations were made which have been approved. CLV advised on 24 January 2019 that detailed action plans for each of these recommendations are now being operationalised across the business.</p>	Sexual Assault	<b>Sexual assault</b> – all incidents of sexual assault, whether or not the sexual assault has been reported to the police	Sexual Assault	<b>Sexual assault</b> – aggravated sexual assault, rape	<p>The Student Safety and Wellbeing advisory board is reviewing:</p> <ul style="list-style-type: none"> <li>• Published work from other universities on factors which contribute to sexual assault and sexual harassment in residential colleges;</li> <li>• Legal responsibilities for residential colleges related to sexual assault and sexual harassment; and</li> <li>• Evidence-based initiatives that will reduce the incidence of sexual assault and increase student safety</li> </ul> <p>The findings of this review will facilitate discussions with CLV and other accommodation providers about how they may increase safety and meet their legal obligations in relation to sexual assault and sexual harassment.</p>
Sexual Assault	<b>Sexual assault</b> – all incidents of sexual assault, whether or not the sexual assault has been reported to the police					
Sexual Assault	<b>Sexual assault</b> – aggravated sexual assault, rape					

	<p>Actions include that all new students will be required to undertake an online induction program with modules relating to expected behaviour and information on how to report a sexual assault or case of sexual harassment. Key staff members will also undertake first responder training.</p>	
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Updated: March 2019