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

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| **University name:** | | |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| 1 | * ANU has set up an advisory Steering Group on Respectful Relationships led by an external Chair to guide and oversee the University’s response. * ANU has also set up a Respectful Relationships Working Group to prove expertise and advice and ensuring that strategies developed effectively implemented. | * The Respectful Relationships Steering Group and Working Group will continue to meet regularly every 4-6 weeks to address the AHRC Recommendations. * As well as the AHRC recommendations the ANU has committed to addressing 59 other recommendations coming from the Rapid Context review (noted below under Recommendation 4) and reports from our student bodies. |
| 2 | * ANU has developed a detailed action plan with actions arising from the AHRC report, the independent review of policies and procedures and a number of student recommendations. * ANU has also developed a draft strategy on driving cultural change to prevent sexual assault and sexual harassment which is about to go out for consultation * A comprehensive training plan has also been developed to address key drivers of sexual assault and sexual harassment including online training, face to face expert training and training facilitators in a variety of subject matters including consent training for all new students and all residential students, responding to disclosures of sexual violence and bystander training. | * ANU has set aside recurrent funding of $665k for a Respectful Relationships Unit. As the first step in establishing this unit a manager will be appointed in 2018. The unit will provide students and staff with education about behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, and provide resources for communication campaigns that reinforce key messages. It will also coordinate training aimed at driving ongoing cultural change and provide policy and procedure advice to the university Executive. |
| 3 | * ANU has implemented a series of communication/awareness campaigns at the beginning of each intake to ensure students and staff know about support services and how to report. * ANU has updated our [website](http://www.anu.edu.au/news/all-news/respectful-relationships-at-anu) to ensure greater visibility for students to information on sexual assault and sexual harassment support and reporting. We have developed of a series of pages on sexual violence and supports. * ANU also has an [ANU OK app](http://www.anu.edu.au/news/all-news/stay-safe-on-campus-with-new-anu-ok-app) which provides information and services to students including security, maps, night buses, etc. * The University continues to partner with the Canberra Rape Crisis Centre (CRCC) who provide specialist counselling services on site and deliver consent and disclosure response training to ANU staff and students. | * We are continuing to improve awareness campaign material and information on our website based on student feedback. Positive feedback has been received from students including the following email to the Pro Vice-Chancellor “I was at the postgrad induction this evening … I just wanted to thank you for your presentation. When I heard the topic, I was steeling myself for the usual well-meaning victim-blaming that is often given as advice - to women - to avoid sexual assault. It was so refreshing to hear an approach that places responsibility on everyone - including men - to fully understand consent, and to act with respect towards others. I also appreciate the ANU's commitment to believe and assist victims. So, thank you for covering this topic with respect and fortitude, and I hope the project can have a positive impact on people's lives.” * We are planning a student ambassador campaign to raise awareness and train students to become more effective bystanders. |
| 4 | * ANU commissioned Rapid Context to review the policies and procedures in September 2017. * The Working Group are leading the implementation of all of the recommendations arising from the report including updated Discipline Rule in March 2018 to include specific mention of sexual misconduct including sexual assault, sexual harassment and intimate image abuse. | * Continued work to implement remaining recommendations of the review. Again this work will be led by the Respectful Relationships Unit. |
| 5 | * Staff and students have been identified including residential student leaders, heads of halls and colleges, Division of Student Life staff and senior staff with the delegation to conduct enquiries into misconduct under the Discipline Rule. * They have completed the online disclosure training module on how to support someone who is disclosing sexual harassment and/or assault. This has also been backed up by face-to-face specialist training by the Canberra Rape Crisis Centre. * All staff and students have now received access to the online Responding to Disclosures of Sexual Violence training module. | * Regular face to face training sessions will be organised with the Canberra Rape Crisis Centre. |
| 6 | * Council receive de-identified data reports of sexual assault and sexual harassment every two months as part of the regular safety report. | * New Respectful Relationships Unit will receive and collate reports of sexual assault and sexual harassment, amongst other activities. A key part of the Unit’s role will be to use this information for continuous improvement of processes by focussing on the five dot points listed in the AHRC recommendation 6. |
| 7 | * Independent audit of counselling services is close to completion - draft report received. * The terms of reference of the audit are based on the points made by the AHRC recommendation 7. | * The University will respond to the recommendations. |
| 8 | * Preliminary work has begun planning a 2019 survey 3 year after the “Change the Course” survey was carried out as we are supportive of the AHRC recommendation that this is done at “three yearly intervals”. * We are working with social science survey experts at ANU to design this survey as we feel it is necessary to substantial revise the methodology used in the “Change the Course”. | * ANU is planning to re-survey students in 2019 and is happy to collaborate with other universities who wish to run a survey in 2019. * ANU is also planning to run a separate staff survey in 2019. |
| 9 | * The independent Review of Residences is now in progress. * Nous Group were appointed at the end of May and are expected to complete the review by the end of November 2018. * They will survey and interview students, staff and alumni beginning this month, in July 2018. | * The University will respond to the recommendations. |