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

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| **University name: The University of Adelaide** |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| **Vice-Chancellors should take direct responsibility for the implementation of these recommendations**, including decision-making and monitoring and evaluation of actions taken. 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. The advisory body should report directly to the Vice-Chancellor of each university and include representatives from: * the university’s senior leadership
* the student body
* academic staff
* residential colleges affiliated with the university
* student services, such as: counselling services, medical services and campus security, and
* frontline sexual assault services.

The advisory body should be responsible for developing an **action plan** for the implementation of these recommendations. The development of an action plan should involve broad and extensive **consultation with all relevant stakeholders** from the university community and, where relevant, the wider community. The advisory body should also seek independent expertise where relevant and draw on existing research and best practice. The advisory body should **assess and publicly report on the university’s progress towards implementation of these recommendations** within 18 months of the release of this report. From then on, public reporting on progress should occur on an annual basis.  | The Deputy Vice-Chancellor and Vice-President (Academic) established the Respect. Now. Always. Taskforce in September 2017 which included representatives from senior staff, student body, academic staff, residential colleges and student services. The University’s specialist sexual violence counsellor was also included, who had extensive experience in frontline sexual assault services The Taskforce was responsible for developing an action plan based on the AHRC recommendations as well as those made by Universities Australia, Council of Australian Postgraduate Associations (CAPA), and the Equal Opportunity Commission (SA). The Taskforce provided advice on a range of activities and educational campaigns which address the recommendations, resulting in a 65 point action plan. To date 39 actions have been completed, with more expected to reach completion by the end of August.A dedicated Respect. Now. Always. Taskforce page exists on the Safer Campus Community Website which is updated regularly with progress and key information. In addition to the taskforce (advisory body), consultation with various representatives occurs (or has occurred) in the following forums;* Student Forums (x2) in 2017
* Monthly meetings between the DVC&VP(A) and AUU and SRC presidents.
* Monthly Vice Chancellors Executive meetings, where RNA is a standing agenda item.
* Regular boards and meetings (e.g. University Learning Committee, Faculty Boards), where RNA is a standing agenda item.
* Working Groups which have been established to address specific Taskforce Actions – International Student Safety and Staff and Student Training which incorporate various stakeholders from across the university.
* Student focus groups where students have been consulted through focus groups dedicated to the incident reporting process and Safer Campus Community website usability.
 | Engagement with various representatives and stakeholders will continue to occur as the AHRC recommendations and actions of the RNA taskforce are addressed. Regular reporting will continue to occur through current channels, including participation in audits and public reports such as this one. The Safer Campus Community website will continue to be updated with relevant information.  |
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Universities develop a plan for **addressing the drivers of sexual assault and sexual harassment** that: * provides students and staff with **education** about: behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, ‘violence supportive attitudes’ and bystander intervention, and
* **identifies existing resources** and communications campaigns that reinforce key messages of education programs for dissemination to staff and students.

Education programs and communications should: * **target all levels of the organisation** – current and future students, staff, residential colleges, sports clubs, student societies and student unions
* be based on best practice and research
* be developed and delivered by individuals and/or organisations with **expertise in sexual violence prevention**
* be developed in consultation with university students, and
* include **measures for evaluating** and refining the actions taken.
 | The Safer Campus Community website has been established to provide a one-stop-shop for staff and students. It was reviewed and updated in July 2017 in consultation with students and Yarrow Place. It covers:* What constitutes sexual harassment and sexual assault;
* The context in which sexual violence occurs and reasons why;
* Who are the likely victims and who are the likely perpetrators of sexual violence;
* Myths and misconceptions about sexual harassment and sexual assault;
* Services available for complainants or victim-survivors;
* Formal and informal reporting mechanisms (internal and external to the University);
* Consequences of reporting an incident of sexual violence for the complainant, victim-survivor or perpetrator;
* What to do and how to support someone who has disclosed an incident of sexual harassment or sexual assault;
* What can be done to prevent sexual harassment and sexual assault;
* University policies and procedures in relation to how an incident of sexual harassment and sexual assault will be managed and including the range of possible outcomes for an alleged perpetrator.

Further updates were made to the website in February 2018, with an additional review planned for July 2018, incorporating student focus group feedback. The Safer Campus Community website has been promoted to both staff and students extensively.The University has made two key training programs available to staff and students:* Consent Matters (developed by Epigeum) training is available on MyUni (the University Learning Management System) to all staff and students and has been actively promoted at events and via all student/all staff communications and staff news.

 * First Responder (Building your understanding and confidence in responding appropriately to sexual violence) training was initially delivered to the University by Yarrow Place and then in-house by the University’s specialist sexual violence counsellor. It is offered to staff and students with 100 people completing the training during 2017-18. This included 34 students who are student leaders or student residents.
 | The University will trial automatic enrolment in Consent Matters training for all undergraduate students commencing in semester 2, 2018. Human Resources is working with Epigeum to adapt and implement the online ‘Responding to Disclosures of Sexual Violence’ course which will be available to all staff by the end of 2018.The University is preparing mandatory training for PhD supervisors, beginning in 2019. All HDR students will be required to complete the Consent Matters module as part of their induction program from 2019.The ‘Staff and Student Training’ Working Group is exploring ways to expand the promotion of and participation in First Responder training to SRC, AUU Board, AU Sports, Club Leaders, Wirltu Yarlu staff and students, Heads of School, Residential College staff and students, Adelaide Graduate Centre and Faculty front line staff.  |
| **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 university **reporting avenues** to staff and students
* widely disseminate information about **internal and external services** to staff and students, including: university counselling and medical services, campus security, local sexual assault services, police, medical centres, hospitals, counselling services and anti-discrimination agencies
* ensure that information about internal and external reporting procedures and support services is **displayed clearly, in a logical place(s) on the university website**
* ensure that information about internal and external reporting procedures and support services is provided to students as part of their **orientation into university and to new staff as part of their human resources induction/ on-boarding**
* ensure that information about internal and external reporting procedures and support services is accessible to all students and staff, including: people with **disability, people from CALD backgrounds**, and
* develop **relationships with external services** (local sexual assault service, local hospital) to enable referral of students to these services where necessary.

Universities should **evaluate the activities** undertaken to increase awareness of support services and reporting processes to ensure that these measures have been effective in increasing awareness among staff and students. | As per above re: Safer Campus Community website. The website also includes;* disclosure and reporting mechanisms internal and external to the University
* internal and external support contacts and emergency contacts

In June 2017 the University developed the ‘Student Behaviour and Conduct Committee’ to specifically address reports of inappropriate, concerning and threatening behaviour. The establishment of this committee was widely communicated to students and detailed on the Safer Campus Community website.More recently, following general feedback, students have been consulted through focus groups dedicated to the incident reporting process and Safer Campus Community website usability, with updates to be made in July 2018.Additionally, an annual RNA Communications Strategy is being developed for 2019 onwards, to ensure regular and consistent communication of RNA messaging to all students and staff. RNA messages are promoted through not only the website, but also via emails, digital signage (student computers and digital screens) and posters.New students are introduced to concepts of respect, bystander awareness, consent and emergency contacts in the Student Guide, in Welcome Talks and during Orientation Week. The Consent Matters module is part of every new staff member’s induction program, including casual staff.Codes of Conduct for University employees and Student Charters emphasise the display of inclusive, respectful, fair, and courteous behaviours.Students have access to a male and a female Student Grievance and Conduct Advisor and advisors are also able to utilise the services of interpreters if needed. The Student Affairs team collaborate closely with International Student Support, Counselling Support and Disability Support (collectively, Student Life) to provide students with additional support as required. Student Life staff have, and continue to maintain, working relationships and referral processes for numerous external support services.The University has agreed to develop annual student survey questions regarding the effectiveness of Safer Campus Community and reporting promotions.  | The ‘International Student’ Working Group is currently exploring the option of translating key RNA messages into other languages.Human Resources is working with Epigeum to adapt and implement the online course Responding to Disclosures of Sexual Violence which will be available to all staff by the end of 2018. |
| 4In 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.** 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. In the interim, and at an institutional level, universities should draw on sexual violence counselling expertise to develop and review processes for responding to sexual assault and sexual harassment of students to ensure that they: * ensure the immediate safety and wellbeing of the individual who has experienced the sexual assault or sexual harassment
* are clear and accessible
* **provide individuals with control over what happens to their report**
* have the flexibility to suit individual circumstances
* provide students with support to continue with their studies
* **provide specialist support**, from someone who has specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors, and
* **accommodate the needs of students from a diverse range of backgrounds.**
 | Prior to the release of the AHRC report, the University commissioned the Equal Opportunity Commission (SA) to undertake an independent audit (Phase 1) of the *Structures and Systems that Prevent and Respond to Incidents of Sexual Harassment and Assault* at the University of Adelaide. The outcomes of the audit were examined by the RNA Taskforce and those recommendations were incorporated into the RNA Action Plan.The University of Adelaide counselling service employs staff that are specifically trained in responding to sexual trauma, and supporting students through disclosure and reporting, should the student want to make a formal report. Counselling Support work closely with other units across the University (e.g. Legal & Risk, faculties etc.) to ensure that students are supported in all aspects of their situation.Information on disclosures and reporting is provided on the Safer Campus Community website along with contact numbers for students requiring additional information and support (internal, independent and external). In early July 2018 student Focus Groups examined the Safer Campus Community website and current reporting processes with a view to ensuring that the information was easy to find and understand The focus groups included HDR and International Students, to ensure their unique needs are captured. Student feedback is being incorporated into current website updates, making it more user friendly.  | The ‘International Student’ Working Group is exploring the option of translating key RNA messages into other languages.A second independent audit is planned for late 2019 to assess the progress the University has made in relation to the EOC recommendations. |
| 5Universities should conduct an assessment to i**dentify staff members and student representatives within their institution most likely to receive disclosures** of sexual assault and sexual harassment. 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. | Senior staff, a number of key Student Life personnel and students attended Yarrow Place First Responder Training in 2017. Since employing a specialist sexual violence counsellor, this training has been made available in-house to staff and students which has resulted in student representatives from residential colleges, clubs and societies completing the training. Executive Deans and key student support staff have been provided with documentation outlining the supports and processes for student disclosure and reporting, however they may also refer to the website at any time. | The University will continue to provide access to First Responder training. The ‘Staff and Student Training’ Working Group is exploring ways to expand promote and increase participation in First Responder Training for SRC, AUU, AU Sports, Clubs, Wirltu Yarlu staff and students, Heads of School, Residential Colleges, Adelaide Graduate Centre and Faculty front line staff.Human Resources is working with Epigeum to adapt and implement the online course Responding to Disclosures of Sexual Violence which will be available to all staff by the end of 2018.The University is preparing mandatory training for PhD supervisors, beginning in 2019.  |
| 6Universities 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**, including: * details of the complaint/incident
* steps taken to respond to the complaint/incident, i.e.: whether the individual reported to police, whether the perpetrator was moved to a different lecture/tutorial
* support or assistance received, i.e.: whether the person received counselling from university services, whether they reported to police, whether they received support from an external sexual assault service
* time taken to respond to the report and/or refer the person to support services, and
* any feedback provided by the complainant/respondent in relation to the process.

Access to this information should be limited to staff members with responsibility for responding to disclosures and reports and those responsible for improving university responses to disclosures and reports. 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**. | Currently, information is collected and stored confidentially by Student Affairs, Counselling and Security. The University has developed a new database whereby information is collected and stored confidentially by Student Affairs. The new system will house all information from 2018 onwards.The University developed an internal process flowchart to ensure all stakeholders involved in the reporting process understand their responsibilities. Reporting to the Vice-Chancellor occurs six-monthly. | The University will continue to provide regular updates to the Vice-Chancellor.The University will review the effectiveness of the new database with the view to making improvements where necessary. |
| 7Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess: * **the capacity of university counselling services to respond** to students’ requests for counselling in an appropriately timely manner, and
* how many university counselling staff have received **training in working with sexual assault survivors**.

As part of this audit, universities should collect data on: * the average length of time students are required to wait to see a university counsellor, and
* the number of urgent/crisis requests for counselling received.

This **data should be assessed to determine whether additional counselling services are required to meet the urgent needs of students** who have experienced sexual assault or sexual harassment. If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable. | The Associate Director Student Life and the Manager Counselling Support reviewed the student Counselling Service late 2017 in conjunction with a broader review of the Counselling Support access and triage model.The existing University Counselling team was made up of experienced Psychologists and Social Workers with the requisite eligibility for registration with professional bodies, including a trauma specialist counsellor. In 2017 an additional specialist sexual violence counsellor position was created to complement the existing team. Dedicated Sexual Violence counselling appointments were made available every day and the first point of contact Student Duty Counsellors triage students into these appointments according to need/issue/urgency. An online triage system was also refined to ensure students could confidentially identify issues of trauma, including sexual violence, to ensure an immediate counselling response. All counsellors engaged in the Sexual Violence First Respondent training conducted by the specialist sexual violence counsellor. The specialist sexual violence counsellor continues to provide ongoing professional development with the counselling team.The current student counsellor resource and triage model enables students who have experienced sexual assault or sexual harassment to have same day access to support from a qualified counsellor. Review of counselling contacts for general counselling is up to 3 weeks wait at peak periods. | Ongoing review and monitoring of access to Counselling support by the Associate Director Student Life and the Manager Counselling Support  |
| 8Universities 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 has committed to participation in future iterations of the *National university student survey of sexual assault and sexual harassment.* |  |
| 9In 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**. This review should consider: * appropriate **responses by a college or university residence to reports** of sexual assault and sexual harassment
* a trauma-informed and rights-based approach in a situation in which an allegation of sexual assault has been made
* the ways that **hazing practices and college ‘traditions**’ facilitate a culture which may increase the likelihood of sexual violence
* the role of **alcohol** in facilitating a culture which may increase the likelihood of sexual violence
* the level and nature of **supervision** in a twenty-four hour residential setting in which large numbers of young people are living away from home, and
* the level and adequacy of **training** required to equip residential advisors to serve as first responders or in response to matters of sexual assault and harassment.
 | The University engaged the Equal Opportunity Commission (SA) to conduct Phase 2 of their independent audit ‘*Review of Student Residential Colleges - examining ways to address incidents of sexual harassment and sexual assault’*. This review includes the University controlled accommodation as well as the Residential Colleges of Adelaide. The findings of this report will be passed down in August 2018. The University is committed to working closely with Colleges to ensure that prevention, response, training and reporting is aligned to this end, the following activities have been undertaken;* The University of Adelaide and the Residential Colleges of Adelaide executed a Charter of Student Fairness and Wellbeing in March 2018, setting joint expectations in providing a safe and supportive environment for students and to ensuring their fair treatment and wellbeing at all times.
* Throughout 2018, bi-monthly meetings are being held with the DVC&VP(A), College Heads and student representatives with the view to establishing a twice yearly meeting from 2019 onwards.

The DVC&VP(A) has also engaged with key commercial accommodation providers to commit to a Charter of Student Fairness and Wellbeing. | The University will continue to review their own policy, procedure and practice in relation to University controlled accommodation. The University will continue to place a focus on collaborating closely with Colleges and accommodation providers that house University of Adelaide students.  |