

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

University name: University of South Australia		
Recommendation no.	Action already taken	Planned/future action
<p><b>Recommendation 1:</b> 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>	<ul style="list-style-type: none"> <li>○ A Senior Leadership Group (Sexual Assault and Harassment Steering Group, SAHSG) has been established to oversee the implementation of recommendations. This Group is co-chaired by the Pro Vice Chancellor: Student Engagement and Equity and the Executive Director People, Talent and Culture, and includes student representatives. The SAHSG reports to the Senior Management Group (SMG) which is chaired by the Vice Chancellor.</li> <li>○ The initial Project Team established to implement the Sexual Harassment Policy and Procedures at UniSA has delivered on the project and has been superseded by the SAHSG as the University has moved this to core business.</li> <li>○ The SAHSG now takes responsibility for the implementation of the revised policy ensuring that it is embedded across the University as a part of core business.</li> </ul>	<ul style="list-style-type: none"> <li>● SAHSG meet regularly and will continue to monitor and report on the implementation of the recommendations from the Changing the Course report on an annual basis to SMG and the VC.</li> <li>● The policy will also be reviewed in the 2<sup>nd</sup> half of 2019 and recommendations on improvements to the policy will be implemented.</li> </ul>

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<p><b>Recommendation 2:</b> Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that:</p> <ul style="list-style-type: none"> <li>▪ 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</li> <li>▪ identifies existing resources and communications campaigns that reinforce key messages of education programs for dissemination to staff and students.</li> </ul>	<ul style="list-style-type: none"> <li>○ The University has developed a tiered approach to training students and staff, addressing the drivers of sexual assault and sexual harassment: <ul style="list-style-type: none"> <li>- Tier 1: Educating students/staff about behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, violence supportive attitudes, and bystander intervention.</li> <li>- Tier 2: ‘Responding to disclosures of sexual assault and harassment’, including an online guide to assist any student/staff member to respond to an initial disclosure of sexual assault or sexual harassment.</li> <li>- Tier 3: ‘Recognise and Respond’ or an equivalent level of training for UniSA designated First Responders.</li> <li>- Tier 4: ‘Specialised support’ in relation to sexual assault and sexual harassment, and trauma counselling for sexual assault survivors. Skill requirements under this tier will be addressed through workforce planning and recruitment.</li> </ul> </li> <li>○ A Counsellor and Training Coordinator (Sexual Assault and Sexual Harassment) was appointed in 2018 to develop and implement a training program for students and staff. The staff member appointed to the role is an expert in trauma counselling and supporting survivors of sexual assault and sexual harassment and</li> </ul>	<ul style="list-style-type: none"> <li>• A detailed training plan is being developed for 2019 including: <ul style="list-style-type: none"> <li>- Appropriately spaced full-day training sessions scheduled across the year for new staff in First Responder roles</li> <li>- A scheduled session early in the second half of the year to provide a recap for trained First Responders who feel it is necessary</li> <li>- Appropriately spaced 1.5 hours sessions in the first half of the year on the policy and requirements for First Responders, and relevant staff who may take and refer calls to First Responders so that they understand the policy environment and its requirements.</li> <li>- ‘Consent Matters’ remains available for all students and a formal process will be established to ensure those students required to do so, undertake the training in 2019.</li> <li>- Bystander Awareness - raising activity, peer led by trained volunteers, conducted during Orientation.</li> <li>- A range of other communications and awareness initiatives as outlined in the Communications Plan (students).</li> <li>- Continued communications to staff will occur throughout 2019.</li> </ul> </li> </ul>

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	<p>provides specialist support to students who have experienced sexual harm.</p> <ul style="list-style-type: none"> <li>○ As part of implementing the tiered approach, the following actions were undertaken in 2018:               <ul style="list-style-type: none"> <li>- Information sessions held for First Responders – a total of 73 staff attended</li> <li>- Training sessions for staff, identified as first responders – a total of 60 staff attended</li> <li>- ‘Recognise and Respond’ training conducted for 18 students in leadership positions.</li> <li>- ‘Recognise and Respond’ training delivered to third party providers of counselling services to the regional campuses and the out of hours counselling service provider, inclusive of their responsibilities as First Responders – a total of 22 staff trained</li> <li>- A staff guide has been developed and distributed to First Responders as a quick reference guide to key information for supporting people who have been sexually assaulted or sexually harassed</li> </ul> </li> <li>○ A communications plan is being finalised to raise students’ awareness of support and reporting options, policy and procedures. The plan is designed to reinforce key messages around positive behaviour/attitudes, consent and bystander intervention and raise awareness of UniSA’s values, standards and commitment to creating a safe, respectful and inclusive culture and environment for students and staff.</li> </ul>	

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	<ul style="list-style-type: none"> <li>○ A Guide for Staff to support people in responding to disclosures or reports of sexual assault or harassment. This is provided in induction and available on the website with other information for staff also.</li> </ul>	
<p><b>Recommendation 3:</b> In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should:</p> <ul style="list-style-type: none"> <li>▪ widely disseminate information about university reporting avenues to staff and students</li> <li>▪ 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</li> <li>▪ ensure that information about internal and external reporting procedures and support services is displayed clearly, in a logical place(s) on the university website</li> <li>▪ 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</li> <li>▪ ensure that information about internal and external reporting procedures and support services is accessible to all students and staff,</li> </ul>	<ul style="list-style-type: none"> <li>○ The University’s Sexual Assault and Sexual Assault Policy was approved by Council in October 2018 and has been uploaded to the <a href="#">Sexual Assault and Sexual Harassment webpage</a>.</li> <li>○ The webpage was developed to assist students and staff to access appropriate internal and external support, services and resources, and includes detailed information about UniSA reporting avenues.</li> <li>○ Specific actions included in the Communications Plan (refer Recommendation 2) to disseminate timely information to staff and students in relation to the range of internal and external support and other services available to them.</li> <li>○ The People Talent and Culture team have updated their webpage to include information for staff and link to the Staff Guide.</li> </ul>	<ul style="list-style-type: none"> <li>○ A communications plan is being developed and implemented throughout 2019. The plan will be monitored and updated, as needed throughout the year.</li> </ul>

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<p>including: people with disability, people from CALD backgrounds, and</p> <ul style="list-style-type: none"> <li>▪ develop relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary.</li> </ul>		
<p><b>Recommendation 4:</b> 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. 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>	<ul style="list-style-type: none"> <li>○ In the context of the Universities Australia Respect. Now. Always. Campaign and the recommendations of the End Rape on Campus submission to the Australian Human Rights Commission, the <i>Vice Chancellor (VC) initiated a Review</i> to ensure that UniSA has in place the appropriate policies, structure and support, underpinned by a positive culture and staff capabilities, to provide a safe, positive and nurturing environment for students.</li> <li>○ The University’s Senior Management Group approved a range of recommendations, based on the VC’s Review, AHRC and UA Reports. The University has made significant progress against the recommendations, as outlined in this report.</li> </ul>	<ul style="list-style-type: none"> <li>● The SAHSG will continue to monitor and evaluate the actions taken and, where appropriate, make refinements based on stakeholder feedback.</li> </ul>
<p><b>Recommendation 5:</b> 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>	<ul style="list-style-type: none"> <li>○ An assessment was undertaken as part of the <a href="#">VC’s review</a> (refer to Recommendation 5).</li> <li>○ Staff who are most likely to receive disclosures of sexual assault and sexual harassment have been identified as designated First Responders and have received relevant training to provide advice</li> </ul>	<ul style="list-style-type: none"> <li>● The University will evaluate the effectiveness of the training , overseen by the SAHSG, to ensure the appropriate level of training for designated First Responders and senior leaders.</li> </ul>

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	and/or support to a person who discloses an incident of sexual assault or sexual harassment.	
<p><b>Recommendation 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, including:</p> <ul style="list-style-type: none"> <li>▪ details of the complaint/incident</li> <li>▪ 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</li> <li>▪ 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</li> <li>▪ time taken to respond to the report and/or refer the person to support services, and</li> <li>▪ any feedback provided by the complainant/respondent in relation to the process</li> </ul>	<ul style="list-style-type: none"> <li>○ Students and Staff have the option to disclose/report incident using the online form available through the Sexual Assault and Harassment Website. Information is gathered confidentially and complainants have an option to disclose anonymously.</li> <li>○ The data collected through this form is stored confidentially and actions recorded where appropriate.</li> <li>○ The PVC Student Engagement and Equity and Executive Director People, Talent and Culture oversee the management of all reports.</li> </ul>	<ul style="list-style-type: none"> <li>• The SAHSG will evaluate the effectiveness of the online reporting system and monitor the data collected to make improvements where appropriate.</li> <li>• Regular reporting will be provided to the senior management group and Council on the number of disclosures and reports, with an analysis of data and recommendations as required.</li> </ul>
<p><b>Recommendation 7:</b> Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:</p> <ul style="list-style-type: none"> <li>▪ the capacity of university counselling services to respond to students' requests for counselling in an appropriately timely manner, and</li> </ul>	<ul style="list-style-type: none"> <li>○ The audit of university counselling services was scoped as part of the <a href="#">VC's review</a> (refer response to Recommendation 5). Steps were taken in 2018 to address those areas identified as requiring further improvement.</li> </ul>	<ul style="list-style-type: none"> <li>• Counselling service provision and training will continue to be audited on an annual basis.</li> </ul>

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<ul style="list-style-type: none"> <li>▪ how many university counselling staff have received training in working with sexual assault survivors.</li> </ul>	<ul style="list-style-type: none"> <li>○ An audit of counselling appointments for sexual assault appointments was carried out in January 2019.</li> <li>○ In addition to the Counsellor and Training Coordinator (Sexual Assault and Sexual Harassment), two new casual counselling staff, with backgrounds in sexual assault service provision, have been appointed in 2019.</li> </ul>	
<p><b>Recommendation 8:</b> 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>	<ul style="list-style-type: none"> <li>○ No actions to record.</li> </ul>	<ul style="list-style-type: none"> <li>• An approach to evaluation will be developed to measure the efficacy of the new policy framework.</li> </ul>
<p><b>Recommendation 9:</b> 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>This review should consider:</p> <ul style="list-style-type: none"> <li>▪ appropriate responses by a college or university residence to reports of sexual assault and sexual harassment</li> <li>▪ a trauma-informed and rights-based approach in a situation in which an allegation of sexual assault has been made</li> </ul>	<ul style="list-style-type: none"> <li>○ UniSA does not have a University-owned residential community; however, a number of our students reside at the private colleges and other purpose-built residential properties. The University has followed its due diligence in ensuring that any reported cases of sexual assault or harassment are managed appropriately. This is done as part of regular visits/meetings between senior staff of UniSA and the Heads of the Residential Colleges. We also ensure regular contact with UniSA students residing in the colleges.</li> <li>○ The University also ensures that students at the residential colleges are aware of the resources</li> </ul>	<ul style="list-style-type: none"> <li>• The University will continue to build on existing relationships and forge relationships with new service provider, Dwell.</li> </ul>

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<ul style="list-style-type: none"> <li>▪ the ways that hazing practices and college ‘traditions’ facilitate a culture which may increase the likelihood of</li> <li>▪ sexual violence</li> <li>▪ the role of alcohol in facilitating a culture which may increase the likelihood of sexual violence</li> <li>▪ the level and nature of supervision in a twenty-four-hour residential setting in which large numbers of young</li> <li>▪ people are living away from home, and</li> <li>▪ the level and adequacy of training required to equip residential advisors to serve as first responders or in</li> <li>▪ response to matters of sexual assault and harassment.</li> </ul>	<p>available to them through the University, including the contact details for University staff and other relevant resources/emergency contacts.</p> <ul style="list-style-type: none"> <li>○ A series of meetings held with the heads of Urban Nest, Atira and Uni Lodge and the 6 residential colleges in Adelaide to ascertain appropriate supports and referral pathways in place for students and to promote the UniSA counselling services and after hours support available for UniSA students</li> <li>○ Identified numbers of UniSA students residing at each site and provided enough materials for promotion of the crisis counselling service</li> </ul>	