

Recommendations	Progress
<p><b>Recommendation 1</b></p> <p>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 report directly to the Vice-Chancellor of each university and include representatives from:</p> <ul style="list-style-type: none"> <li>• the university's senior leadership</li> <li>• the student body</li> <li>• academic staff</li> <li>• residential colleges affiliated with the university</li> <li>• student services, such as: counselling services, medical services and campus security, and</li> <li>• frontline sexual assault services.</li> </ul> <p>The advisory body should be responsible for developing an action plan for the implementation of these recommendations.</p> <p>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.</p>	<p>A Respect. Now. Always. Working Party led by the Dean of Students was established in July 2017 to prepare for and oversee the implementation of the recommendations of the AHRC Change the Course report. This working party became the Respect. Now. Always. Steering Committee led by the Deputy Vice Chancellor – Students in November 2017.</p> <p>In July 2017 an action plan for CSU to immediately address communications, staff development, student development, service provision and improvement, systems improvement and policy improvement was developed. This plan was extended to incorporate the recommendations of the Change the Course report. The action plan was supplemented by the Respect. Now. Always. Communication Plan of July 2017 which focused on communication strategies for students and staff.</p> <p>The implementation of the action plan and communication strategy was overseen by the Respect. Now. Always. Steering Committee.</p> <p>The Deputy Vice-Chancellor (Students) reports directly to the Vice-Chancellor and ensures a direct line of sight and communication in relation to matters raised by the Steering Committee. Also, any issues arising from the Steering Committee are reported to the Vice-Chancellor's Leadership Team which is a formal management committee comprising all senior executives of the University.</p> <p>In June 2019 a Student Safety and Wellbeing Advisory Group will replace the Steering Committee and incorporate sexual assault and sexual harassment within the broader scope of the Student Safety and Wellbeing Action Plan.</p>

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<p>The advisory body should also seek independent expertise where relevant and draw on existing research and best practice.</p> <p>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.</p>	
Recommendation 2	
<p>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> <li>• education programs and communications should:</li> <li>• target all levels of the organisation – current and future students, staff, residential colleges, sports clubs, student societies and student unions</li> <li>• be based on best practice and research</li> <li>• be developed and delivered by individuals and/or organisations with expertise in sexual violence prevention</li> <li>• be developed in consultation with university students, and</li> <li>• include measures for evaluating and refining the actions taken.</li> </ul>	<p>The 2019 Student Safety and Wellbeing Action Plan outlines ongoing initiatives and actions for CSU including phase two of the response to the recommendations of the Change the Course Report. This plan builds on the initiatives of the Respect. Now. Always. action plan and extends the focus to all aspects of safety and wellbeing for CSU students.</p> <p>In the past eighteen months CSU has:</p> <ul style="list-style-type: none"> <li>• Conducted communication campaigns including online information within CSU intranet and internet sites, videos, a dedicated Respect Now. Always. Website, displayed posters and distributed promotional material on campuses.</li> <li>• Re-launched the CSU Student Charter highlighting behavioural expectations of students.</li> <li>• Made Consent Matters training available to all students and student leaders.</li> <li>• Provided bystander training to residential students and student leaders.</li> <li>• Developed and rolled out Playing Right, an award-winning program, designed to prevent sexual assault and sexual harassment by educating students living in CSU residences.</li> <li>• Provided dedicated training to student leaders including orientation leaders, Student Representative Committee members, residential advisors, head residents, residential tutors, sustainability advisors and club executives.</li> </ul>

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- Provided specialist training to residential advisors and head residents on responding to disclosures, risk factors for sexual harassment and sexual assault in residential settings and leading cultural change.
- Had over 2700 students complete Consent Matters or the Playing Right program.
- Ensured all frontline student-facing staff were trained in responding to disclosures of sexual violence and provided information regarding support services and reporting processes to survivors.
- Trained over 800 staff in assisting students in distress including responding to disclosures of sexual violence and effective reporting.
- Provided information sessions to senior leaders, including all senior leaders attending the Vice Chancellors' Forum.

**Recommendation 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-

CSU has actively promoted reporting options online, with passive visual information campaigns, on the dedicated Respect. Now. Always. webpages and throughout relevant intranet/internet pages, in student training and information sessions, staff training, staff and student leader forums.

Reporting options promoted include:

- Police.
- CSU Sexual Assault Hotline.
- CSU Security.
- CSU's online incident reporting system.
- Report to any staff member who can take a report and lodge it in CSU's incident reporting system (including anonymous reports).
- CSU complaints process.

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<p>boarding</p> <ul style="list-style-type: none"> <li>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</li> <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>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.</p>	<ul style="list-style-type: none"> <li>Allegations of misconduct via the CSU Student Misconduct Rule.</li> <li>CSU SAFE app – which provides an avenue for urgent help or call back requests, or requests for a security escort if a student is feeling unsafe on campus.</li> </ul> <p>In February 2019 a campaign to promote the CSU Student Charter and expected behaviours of students occurred during Orientation on Campus to promote positive behaviours and ensure a clear understanding of expected behaviours by all students.</p> <p>Students and staff receive information about counselling services, reporting options and student support services from:</p> <ul style="list-style-type: none"> <li>Targeted training for identified student facing staff and student leaders.</li> <li>A range of programs and information campaigns developed by a dedicated Health Promotions Officer.</li> <li>Ally training.</li> <li>Mental Health First Aid training.</li> <li>Suicide Awareness training.</li> <li>Responding to Distressed Students training.</li> <li>Online training, including Consent Matters and Responding to Disclosures of Sexual Violence training.</li> <li>Information about external and community based support services.</li> </ul> <p>Dedicated staff resources include:</p> <ul style="list-style-type: none"> <li>A protocol for staff responding to student disclosures of sexual violence.</li> <li>The Sexual Assault Resource Group (SARG) - a group of staff across all main campuses trained to support other staff regarding reports of sexual violence.</li> </ul>

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<p><b>Recommendation 4</b></p> <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>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:</p> <ul style="list-style-type: none"> <li>• ensure the immediate safety and wellbeing of the individual who has experienced the sexual assault or sexual harassment</li> <li>• are clear and accessible</li> <li>• provide individuals with control over what happens to their report</li> <li>• have the flexibility to suit individual circumstances</li> <li>• provide students with support to continue with their studies</li> <li>• provide specialist support, from someone who has specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors, and</li> <li>• accommodate the needs of students from a diverse range of backgrounds.</li> </ul>	<p>In 2018 CSU commissioned the Respect. Now. Always. review into the factors which contribute to sexual assault and sexual harassment in residential life, student clubs, societies and associations settings. This review included an assessment of responses to reports of sexual harassment and sexual assault.</p> <p>CSU provides 24/7 access to support and information relating to sexual harassment and sexual misconduct for all students. This is provided by CSU student counsellors during business hours and NSW Rape Crisis after hours. CSU's dedicated line can be used by students to make reports to student counsellors who can provide support through the reporting process.</p> <p>In 2019 CSU implemented a new Student Misconduct Rule which clearly articulates and defines misconduct of a sexual nature.</p> <p>CSU is currently reviewing access to counselling services and the operation of the CSU Sexual Assault Hotline. CSU will continue to apply best practice responses to students of all study modes, timely and trauma informed responses and support following disclosures or reports of sexual harassment or sexual assault.</p> <p>In 2019 CSU employed a Director of Student Safety and Wellbeing with specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors and experience in managing sexual misconduct programs. The 2019 Student Safety and Wellbeing Action Plan will be led by this role and will further develop policy, practice and responses to sexual misconduct at CSU.</p>

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<p><b>Recommendation 5</b></p> <p>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>CSU utilised internal counselling staff with experience in sexual assault service delivery to develop resources and conduct staff training. CSU also:</p> <ul style="list-style-type: none"> <li>• Made the online Responding to Disclosures of Sexual Violence module available to all staff.</li> <li>• Ensured all frontline student-facing staff were trained in responding to disclosures of sexual violence and the CSU Protocol for Responding to Student Disclosures of Sexual Violence.</li> <li>• Trained over 800 staff in assisting students in distress including responding to disclosures of sexual violence and effective reporting.</li> <li>• Provided training to members of the Sexual Assault Resource Group (SARG).</li> <li>• Provided specialist training to student leaders on responding to disclosures, support and reporting options.</li> </ul>
<p><b>Recommendation 6</b></p> <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, 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> </ul>	<p>Details of complaints and disclosures are recorded confidentially in the CSU Health and Safety Incident and Hazard Reporting system.</p> <p>It is possible for a student to remain anonymous by stating this in the initial report. CSU respects the student's choice in all communication.</p> <p>Incident reporting is required in the CSU Health and Safety Incident and Hazard Reporting system (including anonymous reports) regardless of who the student discloses to. Reports of sexual harassment or sexual assault are then updated, referred appropriately, monitored and updated by limited staff members.</p> <p>The Director Student Safety and Wellbeing is responsible for monitoring and reporting on any trends or identifiable concerns which arise, along with recommendations for any necessary improvements to processes.</p>

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<ul style="list-style-type: none"> <li>any feedback provided by the complainant/respondent in relation to the process.</li> </ul> <p>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.</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>	
<b>Recommendation 7</b>	
<p>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> <li>how many university counselling staff have received training in working with sexual assault survivors.</li> <li>As part of this audit, universities should collect data on: <ul style="list-style-type: none"> <li>the average length of time students are required to wait to see a university counsellor, and</li> <li>the number of urgent/crisis requests for counselling received.</li> </ul> </li> </ul> <p>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.</p> <p>If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable.</p>	<p>In 2018 CSU commissioned the Respect. Now. Always. review into the factors which contribute to sexual assault and sexual harassment in residential life, student clubs, societies and associations settings. This review included an assessment of support services available for students, considered responses to sexual assault and sexual harassment including that of the counselling team, responses to reports of sexual assault and sexual harassment, supports required in a 24 hour residential setting and supports for online students. This review recommended a stand-alone audit of CSU counselling services to comprehensively meet this recommendation.</p> <p>The audit of CSU Counselling Services is due for completion in June 2019.</p>

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<p><b>Recommendation 8</b></p> <p>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>CSU is participating in the pilot Respect. Now. Always. survey, which will be undertaken at The Australian National University and Charles Sturt University in 2019.</p> <p>CSU will participate in the Universities Australia (UA) Respect. Now. Always. survey 2020.</p>
<p><b>Recommendation 9</b></p> <p>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> <li>• the ways that hazing practices and college 'traditions' facilitate a culture which may increase the likelihood of 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 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 response to matters of sexual assault and harassment.</li> </ul>	<p>In 2018 CSU commissioned the Respect. Now. Always. review into the factors which contribute to sexual assault and sexual harassment in residential life, student clubs, societies and associations settings.</p> <p>All staff and student staff (Residential Advisers and Head Residents) receive comprehensive training annually. In addition to training on policy, protocols and expectations, training includes specific sessions on:</p> <ul style="list-style-type: none"> <li>• Drugs and alcohol (external providers)</li> <li>• Sexual assault (external providers and Director Safety and Wellbeing)</li> <li>• Community sexual health (external providers)</li> <li>• CSU student counsellor services and referral processes</li> <li>• Bystander intervention (external providers)</li> <li>• Unconscious bias</li> <li>• Social media</li> <li>• Critical incidents</li> <li>• Leadership and culture</li> <li>• Scenario based training to develop skills in responding to disclosures, one on one conversations, referring to support externally and within CSU and risk factors.</li> </ul>



