Change the Course

Recommendations and Implementation Update - February 2019 to September 2020

| **Recommendation no.** | **Action taken since last milestone report in February 2019** | **Planned/future action** |
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| **1***Vice-Chancellors take direct responsibility to implement recommendations, including decision-making and monitoring and evaluation of actions taken. Establish an advisory body. Develop an action plan.* | Action taken since February 2019:* The Charles Sturt Respect. Now. Always. Steering Committee function is now incorporated into the Student Experience Committee. This committee includes membership from senior leadership and students and reports to the Vice Chancellor’s Leadership Team.
* A Student Safety and Wellbeing Action Plan was developed in 2019.
 | * Regular reporting on actions to the Student Experience Committee.
* Student Safety and Wellbeing Strategy 2021.
* Student Safety and Wellbeing Action Plan 2021.
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| **2***Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that includes education programs, and identifies existing resources and communications campaigns that reinforce key messages* | Action taken since February 2019:* A Student Safety and Wellbeing Action Plan was developed in 2019, which included ongoing initiatives and actions for Charles Sturt. The plan included phase two of the response to the recommendations of the Change the Course Report and actions required to achieve the recommendations of the independent review of factors which contribute to sexual assault and sexual harassment at Charles Sturt. 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.
* Continued communication campaigns including:
	+ online information within CSU intranet and internet sites;
	+ a dedicated Respect. Now. Always. Website;
	+ the Student Charter, including highlighting behavioural expectations of students and reminding students of how to report incidents;
	+ updated internal and external support information;
	+ updated internal and external reporting options information;
	+ distributed promotional material on campuses; and
	+ Consent Matters continues to be promoted to students;
* Provided tailored training to student staff (including Residential Advisers and Head Residents) and representatives of student leaders and executive committees of affiliated clubs including information about the drivers of sexual assault and harassment, responding to disclosures, being an active bystander, support and reporting options;
* All Charles Sturt staff are encouraged to complete responding to disclosures training online. The module is also available to students, and includes:
	+ interactive comprehension activities to check understanding of key concepts and best practices;
	+ scenario-based activities to help apply key concepts and practices to realistic situations, whilst demonstrating the dos and don'ts of this sensitive process;
	+ common myths of sexual violence and the barriers to reporting; and
	+ interviews and a video role play with professionals trained in responding to disclosures of sexual violence.
* Continued approach to addressing the gendered nature of violence:
	+ Charles Sturt achieved the Workplace Gender Equality Agency Employer of Choice Citation again in 2019; our current citation is until 2021.
	+ Charles Sturt University retains a Bronze Athena SWAN Accreditation through the Science in Australia Gender Equality (SAGE).
	+ As part of the 16 Days of Activism 2019, senior staff at the University filmed and released a video based on the Domestic Violence Resource Centre Victoria and Our Watch resource ‘Know Your A to Z’, which shares tips in preventing violence against women, challenging gender stereotypes and promoting respect. Video can be accessed here: <https://www.youtube.com/watch?v=6TreZwM10eY> and the media release can be accessed here: <https://news.csu.edu.au/latest-news/charles-sturt-pledges-support-for-campaign-to-end-gender-based-violence>
	+ the Charles Sturt *Workplace Gender Equity Strategy 2018-2022* includes an action for Charles Sturt to be registered and recognised as a White Ribbon Accredited Workplace, with a minimum of one VCLT member registered as a White Ribbon Ambassador and one VCLT member registered as a White Ribbon Advocate. In July 2019, Jenny Roberts (Deputy-Vice Chancellor, Students) was registered as a White Ribbon Advocate. However, further progress has been halted due to the recent changes within White Ribbon.
	+ Charles Sturt University ranked 61st overall in the Times Higher Education (THE) Impact Ratings. The rankings assess more than 600 universities across the globe against the United Nations’ Sustainable Development Goals and rank them in 17 categories across three areas – research, outreach, and stewardship. Categories include no poverty, quality education, gender equality, decent work and economic growth, reduced inequalities, sustainable cities and communities, and climate action. Charles Sturt ranked:
		- 4th globally in reducing inequalities;
		- 6th globally in gender equality;
		- 10th in terms of Australian Universities;
		- 37th globally for climate action.
	+ As part of the Wagga Wagga City Council theDVproject:2650, Charles Sturt liaised with and conducted Unconscious Bias & Inclusivity Training to Wagga Wagga City Management and key personnel. The training includes gender inequality and changing attitudes and behaviours.
	+ In 2019 Charles Sturt received an 'excellent' rating for meeting the National Health and Medical Research Council’s gender equality policy requirements for Administering Institutions.
* Every Charles Sturt University staff member is required to complete the EO Online Module 1 – All staff. This module covers:
	+ Equal Employment Opportunity;
	+ Anti-Discrimination laws;
	+ Discrimination;
	+ Harassment;
	+ Inappropriate relationships; and
	+ Making Complaints
* Charles Sturt has also partnered with Lifeline Australia to deliver further sessions to staff. The [2-hour DV-Alert session](https://www.dvalert.org.au/education-and-training/awareness-sessions/2-hour-dv-aware) covers:
	+ Introduction and framing;
	+ What is Domestic and Family Violence (DFV)? What other factors influence DFV?;
	+ Understanding DFV more – The cycle of violence, Duluth wheels of Power and Control, Equality and Empowerment; and
	+ What can I do if I know someone who is experiencing domestic and family violence?
* An additional training session is offered to relevant and/or interested staff covering the content of the 2 hour DV-Alert session and additional content relating to women with disabilities and an Indigenous workshop with additional; content, including:
	+ Introduction and Framing;
	+ Background on Disability and/or Indigenous Australians;
	+ Recognise: Our Professional Roles and Practice;
	+ Recognise: Nature and Scope of DFV;
	+ Recognise: Dynamics and Patters of abuse and violence;
	+ Recognise: Impact of Domestic & Family Violence;
	+ Recognise: Considerations for Diverse Groups;
	+ Respond: Interventions;
	+ Respond: Communications Skills;
	+ Respond: Self-Care;
	+ Respond: Workplace Safety;
	+ Respond: Impact on Children;
	+ Respond: Exploring Options & Safety Planning; and
	+ Refer: Referral Pathways and Networking.
* Commenced interactive workshops for staff in 2019 led by qualified staff with experience in sexual assault counselling aimed at preparing staff to respond to disclosures of sexual assault, sexual harassment, violence, hazing or inappropriate behaviour in a trauma informed way.
 | * Continue to undertake communication campaigns clearly outlining a zero tolerance to sexual violence of any kind, encouraging bystander action, internal and external support and reporting options.
* Continue to roll out training to staff, focusing on new staff and offering refresher training to existing staff.
* Charles Sturt has purchased a suite of online, expert developed modules for students from Epigeum, [Being Well, Living Well](https://www.epigeum.com/courses/support-wellbeing/being-well-living-well/being-well-living-well-contributors/), which include modules on healthy relationships and online safety. This will be available to all students from October 2020.
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| **3***Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment* | Action taken since February 2019:* The Office for Student Safety and Wellbeing was established in January 2020. The Office is led by a director with qualifications and experience in developing strategy and providing support services for people who have experienced sexual assault and family and domestic violence and large scale organisational cultural change processes related to interpersonal violence. Communication about this Office has included the centralised provision of support and options for reporting to streamline and simplify communications.
* A trauma informed approach to communication, encouraging students or staff to either access identified processes for support or reporting or to speak to someone they trust – with a corresponding focus on ensuring staff and students know where to refer someone who is seeking support or wanting to report if they receive a disclosure.
* Student Portal, external current students and staff webpages have been updated to clearly outline available internal and external support and internal and external reporting options and simplify access to information.
* Clear information has been provided to staff that they can seek advice or debriefing if they receive a disclosure or report of sexual assault or harassment.
* Student reference groups commenced in 2020 to work with students on preferred communication mechanisms and key messages for 2021.

  | * The establishment of a Safe and Fair Communities Unit in 2021.
* The introduction of a Prevention and Support Specialist role within the Office for Student Safety and Wellbeing in 2021.
* An increase in the number of workshops on trauma informed responses to disclosures will be available to staff and students in 2021.
* Communications campaigns with student created messaging.
* An after-hours crisis line is planned to be implemented in October 2020. All staff who answer this line are trained in first response for sexual assault disclosures.
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| **4***Within a year, universities should commission an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment, to assess effectiveness and make specific recommendations to universities about best practice responses.* | Review was completed in 2018.Action taken since February 2019:* In 2019, implementation of the recommendations from the review commenced, resulting in further improvements to response pathways and best practice responses.
* Charles Sturt sexual assault and sexual harassment phone line has changed from being answered by student counsellors to being answered by an experienced sexual assault counsellor. Intake and triage functions have been introduced to the student counselling service.
* A centralised reporting function was developed with a trauma informed framework.
* A new online reporting form was introduced in 2020. Support options are embedded within the form and there is an option within the form to receive a follow up call from a counsellor trained in sexual assault response regardless of the decision to report.
* New protocols for responding to disclosures of sexual assault, harassment, hazing or violence and for responding to students of concern have been developed.
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| **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 and ensure those identified receive appropriate training.* | Action taken since February 2019:* Continued provision of online training options (Consent Matters and Responding to Disclosures of Sexual Violence) and a focus on interactive training delivered by experienced qualified sexual assault counsellors for student facing support staff, residential staff, student staff and student leaders.
* Introduction of debriefing and information for staff who receive disclosures by an experienced qualified sexual assault counsellor.
 | * An increase in the number of workshops on trauma informed responses to disclosures will be available to staff and students in 2021.
* Refresher training will be rolled out to staff identified as most likely to receive disclosures of sexual assault and harassment.
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| **6***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.* | Action taken since February 2019:* Disclosures and reports are confidentially stored by the Office for Student Safety and Wellbeing.
* Information is used to inform prevention, awareness and information provision, service delivery, communications and training.
 | * Communication to students and staff to include information about the option of confidential disclosures and reports.
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| **7***Within six months of this report, universities should conduct an audit of university counselling services to assess adequacy of capacity and training and undertake data collection.* | * The audit of the Charles Sturt Student Counselling Service was completed in 2019.
* A Senior Project Manager was appointed to guide the implementation of the recommendations of the audit in 2020.
 | * Complete implementation of recommendations by end of 2020.
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| **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.* | * Charles Sturt will take part in the pilot National Student Safety Survey with ANU in 2021, following the delay of the survey in 2020.
* Charles Sturt will encourage students to participate in the 2021 National Student Safety Survey.
 | * Participation in pilot National Student Safety Survey in early 2021.
* Participation in pilot National Student Safety Survey in late 2021.
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| **9***Residential colleges and university residences should consider implementing report recommendations, and commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.* | * Complete in 2018 – Charles Sturt 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, which was completed in 2019.
 | * Audit of implementation of recommendations of Respect. Now. Always. review into the factors which contribute to sexual assault and sexual harassment in residential life, student clubs, societies and associations settings.
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