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| **Recommendation no.** | **Action taken since last milestone report in February 2019** | **Planned/future action** |
| **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.* | The VC’s Respect Now Always Advisory Group continue to meet quarterly, chaired by the Vice Chancellor. In 2019/20, the membership expanded to broaden reach and impact across the university.  Original Action Plan was completed at end of 2019 and a new plan was developed for 2020 with a short window for completion with the intent of continuing to keep a fresh drive and focus on meeting Murdoch’s goals of having a positive impact upon the incidence of sexual harm on campus.  One of the key activities in the new action plan is to develop a trauma informed Sexual Harm Policy that is responsive not only for Murdoch’s Australian campuses but also extends this to our transnational campuses in Singapore, Dubai and Myanmar. | VC’s Advisory RNA Group to continue, with regular review of membership and goals, including annual reviews of Action Plan and associated initiatives |
| **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* | With the new 2020 Action Plan Murdoch has established a specific RNA communications sub group of the VC’s Advisory Group. This group have been working on refreshed messaging and implementing a clearer plan of communications related to key points in the university calendar. For example, [this announcement](https://announcements.murdoch.edu.au/australia/id/9648) was circulated to coincide with the Student Guild’s Sexual Health and Guidance week. The university has begun to broaden some of the messaging to encompass all forms of harassment and discrimination in the recognition of inequities underpinning cultures of sexual assault and sexual harassment.    Murdoch has begun implementation of new education programs for staff and students. Primarily in relation to drivers of gender-based violence, the Bystander training has been designed in several different formats to make delivery and content accessible to students and staff. Bystander training provides participants with an understanding of the factors that condone and promote all forms of discrimination with specific reference to sexual violence. The training explores a range of strategies to equip people to intervene at a level that they feel comfortable with. |  |
| **3**  *Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment* | Students and staff are regularly updated about reporting processes and how to access support services.  Consent and respectful relationships are covered within student Orientation.  Information on reporting options and process are covered during the new employee orientation sessions, including the option to report incidents of discrimination, harassment or assault anonymously.  As mentioned above the mechanisms for reporting have been highlighted through broader messaging as well as updating information specifically related to sexual assault and sexual harassment.    Murdoch has also strengthened the information available relating to family and domestic violence in recognition of the high correlation of this and sexual assault. In addition to making information available through the staff and student web portals, the university has also made guidance available through the [Safety, Security & Wellbeing Guidelines](https://www.murdoch.edu.au/docs/default-source/share/security-safety-and-wellbeing-guidelines.pdf) that are available to staff and students on the web, in the Murdoch Safe app and in hard copy in most classrooms and offices. The Murdoch Safe app also contains updated information relating to sexual assault and sexual harassment and is being adapted for use at Murdoch’s transnational campuses also. | During 2021 Murdoch will implement a new eLearning module based around healthy and respectful relationships that will also cover information relating to consent, sexual harassment and sexual assault, and reporting processes. Further work will be undertaken to identify whether this should be made compulsory for new students to complete.  Work on a new trauma informed sexual harm policy and procedures will be complete before the end of 2020. The release of the policy will be accompanied by further communications and promotion of how to access support and make confidential disclosures to the university. |
| **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.* | Murdoch is currently developing a stand-alone Sexual Harm policy that is trauma informed and will apply to both students and staff. Existing policies and processes were reviewed as part of this policy development, in addition, external reviews of several associated processes (such as student misconduct procedures) also considered Murdoch’s responses to incidents of sexual harm.  The policy will also be applicable to Murdoch’s transnational campuses, with localised procedures to ensure equitable services are provided whilst promoting cultural safety.  The policy and procedures are due for completion by 31/10/2020 and will be implemented alongside a new online system that will enable more effective tracking of disclosures/reports of incidents. | Policy will be implemented before the end of 2020 with an initial review of procedures during after 6 months and then at defined intervals. |
| **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.* | All frontline staff have been provided with access to training for responding to disclosures of sexual assault or sexual harassment in both face to face and online formats.  Murdoch is replacing the existing online training with that developed for Universities Australia by the Australian Psychological Society.  Murdoch has brought in specialist external training for Guild staff and student leaders and has also provided links for access to related eLearning.  Murdoch has also developed and begun to implement Bystander training for students and staff (as mentioned above).  Bystander training for students is available as a stand alone workshop and has also been embedded in curriculum within the [Murdoch Career Learning Spine](https://www.murdoch.edu.au/study/courses/undergraduate-courses/the-career-learning-spine) | New eLearning will be implemented with a requirement for staff to refresh this on a defined schedule.  The UA/APS eLearning for responding to disclosures will be reviewed and made available, as appropriate for student leaders to complete. |
| **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.* | Murdoch has developed a new anonymous reporting tool in which the system will store information relating to reports of sexual assault and sexual harassment. Access to this system will be limited to a small group of nominated responders (nominated Sexual Harm Support Officers from within student wellbeing services and the People and Culture team). Actions can be allocated to relevant staff across the university without disclosing details of incidents (e.g. Security could be allocated an action to enhance patrols for a particular location, be aware that is it in response to an incident of sexual harm but not have any further details of the incident).  The system will provide the opportunity for regular deidentified reporting through governance structures and to the VC’s RNA Advisory Group. The system has a live dashboard that will enable immediate snapshots to be provided relating to the types of incidents and progress against actions. | The reporting tool will be launched alongside the new policy and will be reviewed after 6 months and then at least annually to ensure the system continues to most effectively meet the needs of the students and the organisation.  Incidents, actions and outcomes will be reported through multiple governance structures within the university to promote transparency and maintain focus on the success of the policy, procedures and further Action Plan initiatives. |
| **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 University Counselling service undertakes an annual review to ensure that it remains accessible and responsive to students in need.  Staffing has been increased since the start of 2019 in order to enhance capacity following growth in use of the service.  Staff are provided with opportunities for professional development in contemporary issues arising within the student presentations to the service and all staff have completed training relating to responding to disclosures of sexual assault or sexual harassment. | The Counselling service will undertake ongoing internal reviews and work with key stakeholders to ensure the service remains effective and accessible.  In 2021 the counselling service will finalise a stepped care model to align with proposed Australian University Mental Health Framework. The service is further developing it’s portfolio of staff development offerings to include ‘accidental counsellor’ training and is also developing a suicide prevention package. Whilst not directly related to RNA actions they are expected to contribute to enhancing skills of the university staff group in responding to those affected by trauma and distress. |
| **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.* | Murdoch has committed to engaging in the independent student survey. The survey was due to occur in September 2020 but has been postponed as a result of the current pandemic. | Murdoch has committed to ongoing engagement with future sexual assault and sexual harassment surveys as commissioned by Universities Australia on a 3-yearly basis. |
| **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.* | Murdoch’s residential facility is run through an external contractor, Campus Living Villages (CLV) who have undertaken their own review of sexual assault and sexual harassment procedures. The CLV review identified 6 key actions which included reviews of policy and procedures; education programs for staff and residents; and addressing any necessary physical environment improvements.  The University has a strong working relationship with the provider and have collaborated on several initiatives in relation to the recommendations. |  |

**Incident Dashboard from new Sexual Harm Reporting System for Murdoch University**

(no real incidents contained within this demonstration version)