| **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.* | * A Senior Leadership Group, Sexual Assault and Harassment (SASH) Steering Group was established in 2018. The Steering 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 SASH Steering Group reports directly to the Vice Chancellor. * The SASH Steering Group is responsible for effective implementation of the SASH policy and procedures and training and education and support framework, ensuring that it is embedded across the University as a part of core business. * The SASH Steering Group has developed an action plan to guide its activities. The action plan has been in place since 2018 and progress against the plan is reviewed on a regular basis by the Steering Group and by report to the Vice Chancellor and to University Council. | * Quarterly SASH Steering Group meetings are scheduled to continue to progress the SASH Action Plan. * More regular meetings will be scheduled as needed, including the establishment of sub-groups to progress specific activities and initiatives included in the SASH Action Plan. * An annual progress report on the action plan commitments will be provided to the Vice Chancellor in June 2021 followed by Academic Board and University Council. |
| **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* | * Consent matters training made available to all UniSA students and is required for students in all volunteering and/or leadership roles. * Further training was provided in 2019 for first responders, plus information and awareness sessions opened to all staff. Sessions adapted during COVID-19 restrictions to be delivered online. * A first responder Community of Practice has been established to share resources, case studies etc., with a view to supporting one another and furthering education and awareness. The first meeting was held on 5 July 2019 and the group meets every six months. First responders comprise those staff and student representatives whose positions/roles within the University community are appropriate to assuming first responder responsibility. * The University appointed a research assistant in 2019 to undertake a review of best practice approaches to addressing sexual assault and sexual harassment, cultural change and the evidence-base around the efficacy of training programs and any cultural interventions. Based on recommendations from the report, a training plan has been developed for students and staff, covering:   + Consent education   + Responding to disclosures   + Ethical bystander education and awareness. * A Campus Fair Day event was held for commencing students in 2019. Six student volunteers were recruited and trained to lead bystander awareness raising activity. The event attracted 570 student contacts who were given handouts of information about ethical bystander approaches and enthusiastic consent. * In 2020 thirteen student volunteers were recruited and trained for this the Campus Fair Day activity. The event attracted 222 students across two campuses (due to COVID-19 restrictions, 2 out of the 4 planned events were cancelled). * A communications plan has been developed 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. The plan is reviewed annually for the upcoming year. * A Guide for Staff to support people in responding to disclosures or reports of sexual assault or harassment is provided to all participants at corporate induction and made available on the website with other information relevant for staff. * Specific messages regarding the University’s zero tolerance for sexual assault or sexual harassment are included in corporate induction. | * Implementation of the SASH Student and Staff Training Plan (2020-2021). * Implementation of additional activities and initiatives in line with the SASH Action Plan. * Introduction of mandatory training in the drivers of SASH for all University staff will commence in 2021. * Ongoing support for first responders is planned within the SASH Action Plan. |
| **3**  *Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment* | * The University’s Sexual Assault and Sexual Assault Policy is available through the [Sexual Assault and Sexual Harassment webpage](https://i.unisa.edu.au/students/student-support-services/wellbeing-at-unisa/domestic-and-family-violence-sexual-assault-and-sexual-harassment/sexual-assault-and-harassment/deciding-what-to-do-next/report-online/). * The webpage provides information for students and staff to access appropriate internal and external support, services and resources, and includes detailed information about UniSA reporting options. * Specific actions are included in the communications plan for students to disseminate timely information in relation to the range of internal and external support and other services available to them. * A ‘Women’s Safety’ webinar was held in September 2020 incorporating information about SASH support services (both at UniSA and externally). This was promoted as a diverse sexual orientation friendly event for female, non-binary, and female identifying students. | * Continue to implement the communications plan for students. * Continue to implement the SASH Action Plan. * In July 2020 the PVC: Student Engagement and Equity met separately with Executive Deans and Deans of Programs for each of the Academic Units to remind them of the support services and reporting processes for sexual assault and sexual harassment. |
| **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.* | * 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 Vice Chancellor (VC) initiated a Review 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. * The University’s senior management group at the time approved a range of recommendations, based on the VC’s Review, AHRC and UA Reports. These are incorporated in the SASH Action Plan. | * Continue to implement the SASH Action Plan and respond as appropriate to further expert advice from agencies such as Universities Australia and AHRC. * The University’s new policy framework will ensure appropriate regular review and revision of policies and procedures that relate to SASH incidents, including the Ethical Code of Conduct and the Code of Staff/Student Relationships. |
| **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.* | * 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, including training for first responders. The staff member appointed to the role is an expert in trauma counselling and supporting survivors of sexual assault and sexual harassment and provides specialist support to students who have experienced sexual harm. * Staff who are most likely to receive disclosures of sexual assault and sexual harassment have been identified as designated first responders. First responders receive training to provide advice and/or support to a person who discloses an incident of sexual assault or sexual harassment. A community of practice has been established for mutual support and sharing with refresher training offered each year. | * Ongoing training provided through the Training Plan (2020-2021) including first responder community training and support. |
| **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.* | * A new online reporting system has been developed for SASH disclosures and reports. The new system has been operational since 1 August 2020. * Information is gathered confidentially, and complainants have an option to disclose anonymously. * The data collected through this form is stored confidentially and actions recorded where appropriate. * The PVC Student Engagement and Equity and Executive Director People, Talent and Culture oversee the management of all disclosures and reports. * The data forms the basis of the reports to the Vice Chancellor and Council. Analysis of data and trends across year on year comparisons directly inform improvements in policy, procedure and supporting information and services advised to staff and students. * All data is maintained in line with privacy provisions. | * The SASH Steering Group will continue to monitor the data collected to make improvements where appropriate. * The University has a Privacy Policy which is in the process of being updated. The policy sets out the University’s position regarding management of personal data. |
| **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.* | * An audit of student counselling appointments for incidents of sexual assault was carried out in January 2019 and January 2020. The University’s confidential employee assistance program (EAP) provides free, independent counselling for staff and their immediate families. This is always made available to those members of the University community who are subject to SASH incidents. | * Student counselling service provision and training will continue to be audited on an annual basis. |
| **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.* | * The University is participating in the 2021 Student Survey of Sexual Assault and Sexual Harassment being commissioned by Universities Australia. | * UniSA will participate in the national survey in 2021. * The University will promote the survey as appropriate to maximise student participation. |
| **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.* | * 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 worked with heads of the residential colleges to ensure any reported cases of sexual assault or harassment are managed appropriately. * The University ensures that students at the residential colleges are aware of the resources available to them through the University, including the contact details for University staff and other relevant resources/emergency contacts. * In February 2020, UniSA co-presented MATE Bystander training with the University of Adelaide and Flinders University for students in leadership roles at a number of residential colleges. | * The University will continue to have ongoing engagement with staff and students of the residential colleges to disseminate information around reporting options. * Further training is scheduled for residential colleges in 2020 and will also be offered to MATE Bystander workshops for student leaders in other residential accommodation settings from 2021. |