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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.* | **Ongoing**   * The Taskforce has developed an action plan, which informs the specific actions to be taken to implement the AHRC recommendations. * The minutes and associated resources from the Taskforce meetings are publicly available on the Taskforce homepage along with annual reports on progress and actions taken * The Taskforce provides reports to the Vice-Chancellor, Senior Executive and Council about progress made against the recommendations and other initiatives. * There is ongoing reporting and evaluation of actions taken. | * The Respect Community of Practice will be established to help drive the implementation of priorities identified in the action plan and has been endorsed by the Respect Taskforce. * The Respect CoP will continue to evolve, develop and evaluate the action plan to respond to new data and circumstances |
| **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* | **New**   * [MySafety](https://mysafety.org.au/) web resource (co-designed with students) was launched in April 2020. It aims to provide targeted information and resources for students experiencing gender-based violence, as victims, perpetrators or bystanders. * The *Active bystanding against sexist behaviours and sexual harassment - Changing social norms by directly communicating with the university population* research and experimental trial in partnership with the Behavioural Insights Team (BIT), VicHealth: The Victorian Health Promotion Foundation, the Department of Health and Human Services (DHHS) was completed. * Counselling and Psychological Services service enhancements (staff training and refreshers; appointment booking process; physical location of services). * An out of hours CAPS hotline, now allows for 24/7 service provision. * Student Life Peer and Academic mentors are provided with education and resources for interacting and supporting their mentees. * Numerous [public lectures](https://events.unimelb.edu.au/events/14064-sexual-harassment-from-science-to-solutions), [conferences](https://fbe.unimelb.edu.au/cwl/conferences/gender-and-sexuality-at-work), [working groups](https://www.wispp.org.au/), [research projects](https://msd.unimelb.edu.au/research/projects/current/public-transport-safety-for-tertiary-students), [research groups](https://maeve.unimelb.edu.au/) that promote discussion and knowledge sharing around gender equity, gendered violence and related issues (an example of each hyperlinked).   **Ongoing**   * *Consent matters* online module provided to all students, scaffolded by information about support services, policies and the University’s values and expectations. * Ongoing and evolving communication campaign including: posters; flyers; pocket brochures; postcards; social media; staff briefings; email tile, video featuring the Vice-Chancellor. * Online resource pack for staff developed and expanded as new resources are developed. * Ongoing campaigns led by the Safer Community Program, including website with links to resources and help guides and *UniSafe* App (since 2012) * Respect Week (since 2016) * Student wellbeing interventions for large undergraduate orientation camps (since 2017) including alcohol and drug education training made available to camp and club leaders * Student Union has introduced new rules and restrictions around the provision of alcohol for union organised events. * Utilisation of the Australian Council of Graduate Research Respectful Research Training videos and support materials. * Faculty specific workshops are run for staff to provide them with information about behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, ‘violence supportive attitudes’ and bystander intervention. | * In collaboration with students, a new Respect Communications Campaign is being developed to continue raising awareness of preventing sexual assault and sexual harm, specifically for students. This campaign is specifically targeted at hard to reach and at risk students A separate communications brief will be developed for Staff. * A module on Respect is being included as a Discovery Subject for first year undergraduate students as part of the Student Life initiative. * The evidence-based, whole of university, *Active Bystanding* resource developed with VicHeath and BIT will be included in annual program of events (delayed in 2020 due to Covid-19) * Lessons from Faculty specific workshops being incorporated in the development of all staff awareness raising resources about behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, ‘violence supportive attitudes’ and bystander intervention. |
| **3**  *Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment* | **New**   * Sexual Harassment/Assault and Education (SHARE) Advisor – new position in student advocacy services started in October 2019 * Anonymous Register for Inappropriate Behaviour launched in mid-March 2019 to gather more complete data about the scope and nature of these behaviours and to develop, implement and evaluate preventative measures. Register is now being finessed to improve the data collected.   **Ongoing**   * *Consent Matters* LMS community ensures information is readily available to all students. * Information included in ‘First Year at Melbourne’ meetings for commencing undergraduates. * Safer Community Program and Counselling and Psychological Services have pre-existing and ongoing relationships with external referral services. * Development of consolidated web-based resources on student rights and responsibilities/ complaints and misconduct, to ensure they are accessible and better connected. * Review and upgrade of key websites, development of new websites as required. * Information included in new staff training, and in ongoing compliance training. | * Ongoing work to provide a clearer representation to staff and students of the pathways that are available for both reporting and disclosure, and options available for formal, informal and anonymous reporting * Ongoing work to provide clearer information and guidance for students and employees as to what happens when they make a report, and greater control over how this is managed * Escrow and anonymous reporting options (comparing vendors, roll out for 2021) |
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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.* | **New**   * Independent, expert-led review undertaken by Lyn Walker & Associates was undertaken in October 2019. Recommendations from review have been endorsed by the Respect Taskforce * Recommendations from the external review have been incorporated into action plan | * University will continue to review and benchmark effectiveness of policies and practices |
| **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.* | **Ongoing**   * Training and support provided by Safer Community Program * Workshops and training provided by local areas * Wallet insert provided through workshops and other mechanisms with advice on receiving disclosures and where to go for help * Ongoing communications to try and triage disclosures to trained staff | * Identifying appropriate online training modules (including the UA /APA module) to provide optional training and education for all staff. |

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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.* | **New**   * Introduction of a new case management complaints system with enhanced data security and data trends function * Provision of an anonymous register for inappropriate behaviours to allow for continuous improvement even where victim-survivors or witnesses are not ready to make a formal complaint. Data collected from the register will be made available to the community on the Respect Taskforce page.   **Ongoing**   * Staff and students encouraged to direct student disclosures to SCP where possible, and staff disclosures to the Inappropriate Workplace Behaviour Line or HR. * Ongoing work to improve ways in which this data is recorded and stored, and investigation of ways to collect and maintain a combined repository of data. | * Escrow and anonymous reporting options (comparing vendors, roll out for 2021) |
| **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.* | **New**   * Additional staff have been employed in Counselling and Psychological services * An out of hours mental health hotline has been provided to provide 24/7 service for students in need * Additional trained staff member in advocacy unit specifically to respond to issues of sexual and gender-based violence   **Ongoing**   * Caseload / wait time is regularly reviewed as BAU | * Will continue to regularly assess capacity of services as part of BAU and respond to data collected. |

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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.* | **Ongoing**   * The University has committed to participating in future surveys * Related questions have been included in other surveys, which provides additional data in the interim. |  |
| **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.* | **Ongoing**   * Streamlined incident reporting has improved ability to identify and respond where incidents affect both University and College. * Colleges have significantly increased the amount of training for staff and students * Alignment of University and affiliated Colleges policies, processes, incident management and reporting (in progress) * external reviews are being undertaken in individual colleges   NB: This is a consolidated update for the affiliated colleges and the University owned colleges, who have been working collaboratively in this space. Individual colleges also have their own program of works. |  |