

Our Ref: 20/40150

14 September 2020

Kate Jenkins
Sex Discrimination Commissioner
GPO Box 5218
SYDNEY NSW 2001

By email: sexdiscriminationcommissioner@humanrights.gov.au

Dear Commissioner

Thank you for your letter of 18 August marking three years since the release of *Change the course: National report on sexual assault and sexual harassment at Australian universities*, and requesting an update on the work undertaken by The University of Western Australia in response to that report.

UWA shares your resolve in relation to ending sexual harassment and sexual assault on university campuses, and has been working to implement the recommendations of *Change the course*. I am pleased to attach our 2020 milestone report, which documents action taken to implement those recommendations since our 2019 milestone report.

Though it pre-dates my tenure as Vice-Chancellor at UWA, I understand that the work done in relation to our College Row Cultural Review was particularly significant. In acknowledgement that there is still work to do, the 2020 milestone report also includes planned and future actions that UWA will take to continue to implement the recommendations, including through continuing our engagement with the UWA Student Guild and other student bodies.

I trust the information in our 2020 milestone report is helpful to you and to the Commission. Please do not hesitate to contact my office if UWA can be of any further assistance.

Yours sincerely



Professor Amit Chakma
Vice-Chancellor

UNIVERSITY OF WESTERN AUSTRALIA
ACTION TAKEN AGAINST THE CHANGE THE COURSE RECOMMENDATIONS



THE UNIVERSITY OF
WESTERN
AUSTRALIA

RECOMMENDATION	ACTION TAKEN SINCE LAST MILESTONE REPORT IN FEBRUARY 2019	PLANNED/ FUTURE ACTION
RECOMMENDATION 1 LEADERSHIP AND GOVERNANCE <i>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.</i>	<p><i>VC Advisory Body to guide implementation of recommendations including decision-making and monitoring and evaluation of actions taken and report directly to VC</i></p> <p>In April 2019 the pre-existing Safety on Campus Working Group evolved to become the UWA Safer Communities Working Group, with a greater focus on student engagement and the introduction of Co-Chair leadership by the Student Guild President and Director of Student Life.</p> <p>The role of the UWA Safer Communities Working Group is to:</p> <ul style="list-style-type: none"> a) Implement and report on strategies outlined in the University-wide Safer Communities Action Plan, b) Deliver and report against recommendations identified in Australia Human Rights Commission Change the Course Report and align with the Australian Tertiary Education Quality and Standards Agency (TEQSA) guidelines, c) Identify, prevent and mitigate emerging safety and wellbeing issues or risks across the UWA environment, including online university spaces, d) Deliver and communicate best practice procedures related to student safety and wellbeing across the University Community, and e) Provide information and direction to the Vice Chancellor on matters relating to student safety and wellbeing, including: <ul style="list-style-type: none"> i. Updates on the implementation of the Safer Communities Action Plan; ii. Decision making, monitoring and evaluation of actions undertaken to address the Australia Human Rights Commission <i>Change the Course Report</i> recommendations; and iii. Emerging issues related to student safety, health and wellbeing. <p>Since February 2019, the Safer Communities Working Group has met 10 times and its activities, decisions and deliberations are noted in agendas, minutes and supporting papers. A Working Group Sharepoint site has also been created to promote collaboration between staff, students and wider UWA Community.</p> <p>Working Group membership includes representatives from a wide variety of University departments, representation from College Row and student leaders from the UWA Student Guild:</p> <ul style="list-style-type: none"> • Associate Director, Success and Wellbeing • General Manager, UWA Sport • Manager, Health and Wellbeing, Human Resources • Manager, Student Welfare • Manager, Complaints Resolution Unit • Graduate Education Officer, Graduate Research School • Representative, UWA College Row • Manager, Health Promotion Unit • Manager, Campus Operations • Welfare Officer, UWA Student Guild • Women's Officer, UWA Student Guild • Residential Student Department President, UWA Student Guild • Health Promotion Officer, Health Promotion Unit (Executive Officer) <p><i>The advisory body should be responsible for developing an action plan for the implementation of these recommendations.</i></p> <p>The UWA Safer Communities Working Group developed a campus-wide Action Plan to guide action and identify areas for improvement in student safety. The Action Plan work streams are:</p> <ol style="list-style-type: none"> 1. Policy 2. Process and reporting 3. Environmental and structural measures 4. Prevention and cultural change 5. Support services 6. Communications 	<p>Recommendation 1 has been addressed and embedded into the core business of The University.</p> <p>2020 Safer Communities Award The Safer Communities Award was introduced in August 2019 to celebrate successes in student safety and wellbeing, including sexual violence prevention.</p> <p>2020 Safer Communities Report The next Safer Communities Annual Report is to be released publicly in January 2021.</p>

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	<p>The 2019 Safer Communities Report was released in January 2020 to outline the achievements made by the Working Group, to showcase emerging projects and to record key statistics. The 2019 Safer Communities Report can be accessed publicly here.</p>	
RECOMMENDATION 2 CHANGING ATTITUDES AND BEHAVIOURS <i>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</i>	<p>Education programs for students: Reducing the Risk of Sexual Trauma Training - Sexual Assault Resource Centre and the Health Promotion Unit This training was developed by the UWA Health Promotion Unit and is delivered by SARC staff, with expertise in sexual violence prevention. The training forms part of compulsory Student Leadership Training Programs (Student Guild and College Row). Training objectives include:</p> <ul style="list-style-type: none"> • What constitutes and sexual violence, • Prevalence of sexual violence in Australia and Australian Universities, • Consent and respectful use of technology, • The impact of sexual violence, and • Responding to an incident or disclosure of sexual violence. <p>UWA staff deliver the final module within the training to outline university-specific reporting avenues, the role of the UWA Disclosures Service and internal and external support available to students. Since February 2019, 10 sessions have been delivered to student leaders in the Student Guild and on College Row.</p> <p>Consent Matters online course - Epigem and the Health Promotion Unit The course is available to all students via Blackboard LMS. The module content was updated in December 2019, with version 2.0 made live in January 2020. Consent Matters has been mandated for new students residing at 3 Residential Colleges.</p> <p>Step UP Bystander Training - Health Promotion Unit and Trinity Residential College Step Up is a prosocial behaviour and bystander intervention program developed by The University of Arizona, adapted for use in Australia by Trinity Residential College, UWA. The Program encourages individuals to actively help others in their communities. The program builds participant knowledge and confidence to intervene in a wide variety of unsafe or risky situations, including harmful alcohol or other drug consumption, sexual harassment, sexual assault, hazing and stalking. Step Up was piloted and customised for the UWA context in July 2019 with a positive response from students and staff stakeholders. The Program was embedded in the Health Promotion Unit training suite in December 2019. Since its introduction, Step Up has been delivered to over 450 students across College Row and the Student Guild with a focus on student leaders and Residential Advisers. A cohort of 22 Peer Facilitators have also received training and supervision to deliver the Step Up Program to their peers and have commenced delivering their own sessions in semester 2, 2020.</p> <p>Negotiating consent: peer education activities - Health Promotion Unit The Health Promotion Unit Peer Educators run activities on campus and on College Row to encourage students to talk about consent negotiation, respectful relationships and University support services. Activities are conducted in partnership with student groups such as the Guild Women's, Pride or Welfare Departments at awareness-raising events. All Peer Educators are trained by the Health Promotion and must complete the Responding to Disclosures of Sexual Violence online course prior to volunteering. Since February 2019, 36 student peer educators have been trained to deliver consent outreach activities to their peers. Approximately 16 events have been conducted, engaging over 543 students in consent education.</p> <p>College Row Event Management Training - Health Promotion Unit To complement the College Row Event Management Toolkit that was released in 2019, an Event Management Training Program was developed for student leaders. The program is embedded in the College Row Leadership Programs for Residential Advisors and event organisers. The training covers the safe and respectful planning and management of events, especially involving alcohol. Since February 2019, 5 training sessions have been delivered to 105 student event organisers.</p> <p>Student Guild Managing Alcohol at Events Training - Student Guild Events Department The Student Guild provides Managing Alcohol at Events Training four times a year to club executives, and other student leaders to ensure that they run safe, professional and inclusive events free from sexual harm. This training includes content on promoting inclusion, respectful event promotion, event management principals, managing alcohol and risk management. Since February 2019, 5 training sessions have been delivered to student event organisers within the Guild.</p>	<p>Recommendation 2 has been addressed with ongoing activities to further enhance attitudinal and behavioural change in staff and students.</p> <p>All student and staff training and outreach activities will continue in 2021 in partnership between The University, Student Guild and College Row.</p> <p>Review of Online Learning Modules The University are exploring options for a new online Respectful Relationships module in partnership with Curtin University and other Western Australian institutions.</p> <p>Bystander campaign A campaign promoting supportive bystander action is being proposed for 2021. This poster and social media campaign will encourage students and staff to <i>step up and speak up</i> to support others who are in disrespectful or unsafe situations, including gender-based violence or sexual misconduct.</p> <p>'What You Should Know' Resource In 2019, Student Guild representatives suggested that UWA and Student Guild adapt the Monash 'What You Should Know: A student's guide to safety at Monash' resource to promote healthy relationships information and University support services. The Student Guild Women's Department and Health Promotion Unit are collaborating to develop UWA version of the resource with permission from Monash University.</p>

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	<p>Student Guild Camps Training - <i>Student Guild Events Department</i> The Student Guild provides additional training for student leaders who are running camps. This includes training about the risks involved in running a camp and appropriate strategies to manage these risks. This is complementary to the detailed risk management and stakeholder meetings that camp leaders are required to undertake before running a camp. Since February 2019, 5 training sessions have been delivered to student camp organisers within the Guild.</p> <p>Communications strategies for students:</p> <p>Consent Student Videos In June 2019, a Communications Plan was developed to improve uptake by students. As part of this strategy, a series of Consent Student videos was developed featuring current students discussing consent and healthy relationships. These videos were shared on UWA and Guild social media channels and have been embedded in during Health Promotion Unit Training Programs. You can view the videos here.</p> <p>Education programs for staff:</p> <p>Sexual Harassment Awareness module A mandatory Sexual Harassment Awareness module is included in the induction program for all staff at The University. This module aims to improve participant knowledge and understanding of sexual harassment and respectful behaviour in the workplace through scenario-based learning. It also links with UWA support services, policies and highlights options and pathways for formal reporting.</p> <p>Unconscious Bias Workshop This workshop introduces participants to the concept of unconscious bias, raises awareness of the impact it has in the workplace, and explores ways to proactively challenge our own and others' biases, including those based on gender and sexuality. Participants are encouraged to face and share their own biases, and reflect on how and when these biases may have emerged. This program was introduced to staff in 2020 and will continue as a standard offering.</p> <p>Dealing with Difficult Behaviours Training The workshop focuses on how to manage difficult behaviours in the workplace, including disrespectful behaviour. Participants are equipped with the tools necessary to mitigate conflict through effective communication and mutually beneficial solutions. A range of proactive and preventative techniques are offered to address challenging behaviours and gain the courage to have difficult conversations in the workplace. It has been made available to staff throughout 2019 and 2020 and will continue as a standard offering.</p>	
RECOMMENDATION 3 KNOWLEDGE OF SUPPORT SERVICES AND REPORTING OPTIONS <i>Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment</i>	<p>Since February 2019, University emergency, support and reporting options have been promoted actively to students via the following avenues:</p> <ul style="list-style-type: none"> • Student welcome packs; • In the UWA Body, Mind, Soul Booklet; • During Your Health and Wellbeing at UWA presentations for all new exchange and international students; • During education and training programs including Consent Matters, Responding to Disclosures, Peer Educator Training, Step Up Bystander Training and Reducing the Risk of Sexual Trauma training; and • Online via the new Current Students website, Staff Intranet and social media channels (Facebook and Instagram). <p>New sexual assault and harassment support web page A new page has recently been created on the UWA website titled Support for sexual harassment and assault. The purpose of this webpage is improve the visibility of specialised reporting and support options available to those who have experienced sexual harm, including anonymous reporting options.</p> <p>The page also links with a combination of internal and external support services, including:</p> <ul style="list-style-type: none"> • UWA Security, • UWA Counselling and Psychological Service, • UWA Student Welfare, • UWA Medical Centre, 	<p>Recommendation 3 has been addressed and is ongoing.</p> <p>Improvements to online data management tools The recent launch of the Simplicity Advocate data management solutions will improve the case management between staff, improved reporting pathways and a future redrafting of the disclosure form.</p>

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	<ul style="list-style-type: none"> • UWA Complaints Resolution Unit, • UWA Guild Student Assist, • Employee Assistance Program (PeopleSense), • WA Police Sex Assault Squad, • Sexual Assault Resource Centre, and • 1800RESPECT. <p>The new and improved page was made live in February 2020.</p> <p>UWA App</p> <p>The UWA App was launched in July 2019 that captures campus contacts, events, services and academic matters into one source. It also provides a quick-call option to telephone UWA Security if someone is feeling unsafe on campus.</p> <p>The University has developed and maintained partnerships with external services to ensure timely and effective referral for students and staff.</p> <p>Services include:</p> <ul style="list-style-type: none"> • WA Police, • Campus Security (external provider), • Sexual Assault Resource Centre, • Guild Student Assist, • Palmerston Association, • Wanslea Services. <p>The Safer Communities Working Group continues to identify further improvements and initiatives to increase awareness of support services both within and external to The University.</p>	
RECOMMENDATION 4 REVIEW OF EXISTING UNIVERSITY POLICIES AND RESPONSE PATHWAYS <i>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.</i>	<p>A review and refresh of existing university policies has commenced to ensure their effectiveness and links with best-practice.</p> <p>Review of the existing Sexual Misconduct Policy</p> <p>The Policy Unit, in consultation with the Complaints Resolution Unit, developed a standalone Sexual Misconduct Policy in July 2017 in response to AHRC recommendations. This Policy has been a source in several complaint and conduct matters since it came into force and has been featured in other web-based information.</p> <p>The Sexual Misconduct Policy is currently going through further revision to respond to the expectations of the Department of Foreign Affairs and Trade's policy on Preventing Sexual Exploitation, Abuse and Harassment.</p> <p>Review of the University Code of Ethics and Code of Conduct (the Codes)</p> <p>The UWA Codes are a statement of the legal and ethical legal and ethical obligations and expectations of all staff and students consistent with the university's principles, values and behaviours. Other volunteers, visiting staff, contractors and representatives are also expected to abide by the Codes. The Codes are currently under review as part of the redevelopment of the University's policy framework. Significant stakeholder consultation and benchmarking has been undertaken to inform the review.</p> <p>Development of the University Behaviour Policy</p> <p>The University aims to ensure the alignment between behaviour policies and the Codes. In addition to the Sexual Misconduct Policy (not in replacement), The University will be considering a Behaviour Policy that focuses on respectful behaviours across all university community relationships.</p> <p>Increased capacity of the UWA Disclosure Service</p> <p>The UWA Disclosure Service was created in 2018 to provide specialist support to students who have experienced sexual assault or sexual harassment. Since February 2019, the UWA Disclosure Service has been included within the Student Welfare portfolio, with the capacity of this team growing from</p>	<p>Recommendation 4 review of policies has been completed.</p> <p>Endorsement and ratification of final policies is in progress.</p> <p>Approval and publication of the updated University Code of Ethics and Conduct</p> <p>Approval and publication of the new Behaviour Policy</p> <p>Approval and publication of the updated Sexual Misconduct Policy</p> <p>Charter of Student Rights and Responsibilities</p> <p>The Charter is an agreed statement of principles developed in consultation with the UWA Student Guild. A review has been suggested for 2021, in line with the review of the Codes.</p>

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	<p>1.0FTE to 2.0FTE. Students are able to access this service for incidents within and outside the University context. Accessing the service is confidential and is not linked with the formal reporting process.</p> <p>The Disclosure Service can provide:</p> <ul style="list-style-type: none"> • Support with safety planning, • Organisation of security escorts by UWA Security, • Information about the formal reporting process, confidentiality and what is involved (the Disclosure Service does not receive reports), • Support with academic matters including timetable changes, special consideration requests, changes to study load (this process is completed confidentially and without disclosing incident information to faculty), • Emergency housing services and financial assistance, and • Fast-tracked referral to Counselling and Medical Services. <p>Since February 2019, additional professional development for staff at the Disclosure Service has included:</p> <ul style="list-style-type: none"> • Reducing the Risk of Sexual Trauma Training: Sexual Assault Resource Centre and Health Promotion Unit, • Responding to Disclosures of Sexual Violence online course: Epigeum and Health Promotion Unit, • Mental Health First Aid Training: Health Promotion Unit, • What is family and domestic violence?: Australian Government Services, • Breaching Court Orders Training : Gabrielle Craig, Women's Legal Services, NSW, • Family Violence: Brisbane North Legal Service. Podcast training series exploring lived experience of interpersonal violence, communication and support skills, and • Empowering excellence: working with Aboriginal and Torres Islander people and communities: Australian Association of Social Workers. 	
RECOMMENDATION 5 <p>PROCESSES FOR RESPONDING TO SEXUAL ASSAULT AND HARASSMENT</p> <p><i>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</i></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>The University has identified staff members and student representatives most likely to receive disclosures of sexual assault and harassment and have taken action to provide additional professional development for these representatives:</p> <ul style="list-style-type: none"> • UWA Security staff • UWA Student Welfare and Counselling Services, • UWA Medical Centre, • Guild Student Assist, • UWA Complaints Resolution Unit, • Student Advisers and Student Experience Officers, • UniMentors, • Sports Captains and Coaches, • Student Guild Club and Society leaders, and • Residential Advisers and Residential Club members (receive compulsory College Row Leadership training in partnership with the Health Promotion Unit) <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>Responding to Disclosures of Sexual Violence online course – staff and student leaders <i>Epigeum and the Health Promotion Unit</i></p> <p>This best-practice online program was developed by Epigeum, and tailored for the UWA context. The course upskills staff and student leaders to respond appropriately, empathetically and confidently to a disclosure of sexual assault or sexual harassment.</p> <p>The course provides students with information on:</p> <ul style="list-style-type: none"> • What constitutes consent and the law related to consent, • Common myths and misconceptions around sexual violence, 	<p>Recommendation 5 has been addressed and is ongoing.</p>

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	<ul style="list-style-type: none"> • Responding appropriately to a disclosure demonstrating empathy and understanding, and • Recognising when a first responder may require support with a disclosure. <p>The course outlines relevant support services and reporting processes for disclosures including self-care information for first responder. The course has been embedded in induction programs across the University, including the Student Guild, College Row, UWA Sport, Counselling and UniAccess. The training is ongoing and has been completed by 485 participants since February 2019.</p> <p>Know the Line: Sexual Harassment Training This training is provided by the Equal Opportunity Commission as part of compulsory Student Leadership Training (Student Guild and College Row). The workshop provides information regarding:</p> <ul style="list-style-type: none"> • Sexual harassment, • Where and how often sexual harassment occurs, • Laws that relate to sexual harassment, • The impact of sexualized behaviour on workplace culture, and • Strategies to minimise the risk of sexual harassment. <p>Since February 2019, 4 sessions have been delivered as part of the Student Guild Leadership Program.</p>	
RECOMMENDATION 6 <p>MONITORING AND EVALUATION</p> <p><i>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.</i></p>	<p>Introduction of new case management software: Simplicity Advocate In 2020, The University has introduced and implemented the new case management software: Simplicity Advocate. The CARE module is actively now used to plan, respond to and manage all student welfare needs including those arising from a disclosure or report of sexual harm. The second module CASES is used to manage complaints and discipline processes. CASES and CARE support an easy and confidential referral of any case that needs to be considered across a number of dimensions. The ADVOCATE module, in addition to providing an enhanced case management system, supports improved reporting capacity both internally and externally. Data stored in these databases can only be accessed by trained staff members with responsibility for responding to disclosures and reports – the UWA Welfare Team, and the Complaints Resolution Unit.</p>	<p>Recommendation 6 in progress.</p> <p>Introduction of new module in Simplicity Advocate System IPV – is an interpersonal violence module which has been reviewed for introduction in 2021. It specifically allows for consideration of interpersonal interactions which result in harm to one or more parties. It is used in the United States to track cases under Title IX.</p> <p>De-identified reports to the Vice Chancellor for monitoring trends and concerns The collation of de-identified data and trends for prevention purposes is still in progress. The recent launch of the Access and Advocate data management solutions will guide the formation of the Report template and process.</p>
RECOMMENDATION 7 <p>AUDIT OF COUNSELLING SERVICES</p> <p><i>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.</i></p>	<p>UWA Health Service Delivery Review An expert-led health service review was undertaken in 2019. A Review Panel was convened by the Director of Student Life to conduct a review of the health services at UWA. The overarching objective of the Review was to assess the range of services currently provided for gaps, demand and sustainability of services and areas of collaboration. The Review Panel was tasked to identify areas of internal and external collaboration, inform possible reorientation of resources and to commend instances or initiatives of good practice. The scope of the review included the effectiveness of the triage system, the timeliness of counselling access and the efficiency of referral between services.</p> <p>In its report, released in June 2020, the Review Panel commended the outstanding commitment and dedication of staff working within health services at The University. The Review found that demand for health services has increased significantly in recent years, including the demand for counselling</p>	<p>Recommendation 7 has been addressed.</p> <p>Progressing the Health Service Review recommendations</p>

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	<p>services. A series of fourteen recommendations were made to facilitate better collaboration and alignment to improve the efficiency and effectiveness of services aimed to improve health outcomes for students.</p> <p>Key recommendations included:</p> <ul style="list-style-type: none"> • Recommendation 3. UWA consider a merger of the Counselling and Psychological Services (CAPS) and the Medical Centre as a single point of contact for students. This will increase the degree of collaboration between services, take advantage of operational efficiencies and increase the quality of services for the benefit of the student. • Recommendation 6. UWA assess the role and process of triage within the health services with the aim of reducing the barrier of accessing services and ensuring appropriate use of clinical resourcing. • Recommendation 8. UWA consider that operational aspects of health services be amended to accommodate students' unique and specific needs. <p>All recommendations were accepted and endorsed by the deputy Vice Chancellor (Education) and the role of Associate Director (Student Success and Wellbeing) was created in 2019 to oversee the implementation of the recommendations from the Review and the delivery of health services into the future. Work on the implementation of the recommendations is being progressed, allowing for the impact of COVID-19.</p>	
RECOMMENDATION 8 NATIONAL UNIVERSITY STUDENT SURVEY <i>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.</i>	<p>The 2020 National Student Survey was postponed by Universities Australia to 2021 due to COVID-19.</p>	<p>Recommendation 8 has been postponed for action in 2021.</p> <p>The Safer Communities Working Group have set the 2021 Survey as a standing agenda item. A Communications Plan will be developed to maximise UWA student participation once the date has been scheduled.</p>
RECOMMENDATION 9 RESIDENTIAL COLLEGES AND UNIVERSITY RESIDENCES <i>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.</i>	<p>2018 College Row Cultural Review Report In October 2017, The University and the five residential colleges commissioned an independent review of sexual misconduct in the college setting in accordance to Recommendation 9. The final report and recommendations were released publicly in July 2019 and can be accessed on the UWA Safer Communities web page. College Row Cultural Review Taskforce The College Row Cultural Review Taskforce was convened in December 2019 to address the eight recommendations from the 2018 College Row Cultural Review. The Taskforce consists of Deputy Heads of the five residential Colleges and is Chaired by the UWA Associate Director of Success and Wellbeing. The Taskforce has developed an Action Plan to address the recommendations and meets bimonthly.</p> <p>The majority of the recommendations and suggested actions have been addressed and reported to the Taskforce. Key milestones have included:</p> <ul style="list-style-type: none"> • The development of an annual training framework for staff, Residential Advisers and residents that is evidence based, targeted and accessible, • Additional Trauma-informed First Responder Training for Residential Advisers and staff; and • The development of an online College Row Event Management Toolkit to guide the planning and running of safe and inclusive student events and a renewed focus on delivering alcohol-free events during the orientation period. 	<p>Recommendation 9 has been addressed.</p> <p>Progressing the College Row Cultural Review Action Plan The Taskforce are in the process of addressing the outstanding items from Recommendations five and eight in the College Row Cultural Review Report, with a focus on the development of consistent policies across College Row and strengthening referral processes between Colleges with The University. Progress was interrupted by COVID-19 and the need for the Colleges to focus on the impact of the pandemic.</p>