**WESTERN SYDNEY UNIVERSITY**

***CHANGE THE COURSE* RECOMMENDATIONS IMPLEMENTATION TABLE**

|  |  |  |
| --- | --- | --- |
| **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.* | Following the University being selected in early 2019 for the *Respect and Equality in Universities* pilot, an initiative of Universities Australia (UA) and Our Watch, the Respect.Now.Always. (RNA) Taskforce (originally established in August 2017 with ongoing leadership by the Vice-Chancellor) became the Respectful Relationships Taskforce in June 2019. This Taskforce now has an expanded remit which considers workplace leadership, structures and culture as well as promoting gender equality with students through the development of national respectful relationships education and training programs.  An action plan established in 2017 focusing on sexual assault and sexual harassment with mechanisms for regular review to guide future actions is a living document and continues to be updated. Reports which highlight work undertaken during the period are provided to the Taskforce on a quarterly basis and to the University’s Audit and Risk Committee (ARC) on a bi-annual basis. | The Taskforce will continue to meet at quarterly intervals to advance its remit. Since the release of the *Change the Course* report, 10 meetings have been held. The action plan will continue to be updated and monitored on an ongoing basis with regular reports provided to the Taskforce and ARC to enable ongoing monitoring and evaluation. |
| **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* | In line with the plan for addressing the drivers of sexual assault and sexual harassment,  Education programs conducted include:   * Facilitating respectful relationship training sessions for Higher Degree Research (HDR) students. These are based around a series of training videos on respectful research training produced by the Australian Council of Graduate Research. Respectful relationship training sessions have also been incorporated into HDR supervisor modules and reviews. * Establishing a re-developed RNA student ambassador program based on a five-level engagement strategy (supporters, ambassadors, ambassador champions, interns (paid) and interns (credit). * Completion of the Respectful & Responsible module by PASS Facilitators and representative athletes involved in UniSports with 100% completion rate. * Collaboration with the Lead, Engage, Aspire and Develop (LEAD) program to relaunch the Student Leadership Training vUWS portal to induct, train, motivate and manage RNA Ambassadors. This training includes a module on Consent and the Respectful & Responsible module. * Delivery of LEAD training “LEADing with empathy” to undergraduate and postgraduate students from a range of Schools. * Delivering presentations to Student Services and Human Resources teams and The College’s First Year Experience Co-ordinators.   Communication and awareness initiatives include:   * Participation in Orientation, Open Days, International Student Safety sessions and Fairs on all University campuses. * Updating of RNA collateral for distribution at all Orientation events * Establishing a First Responder Network communications platform with information on self-care and support resources. * Releasing tailored, themed communications through the RNA newsletter and social media channels on a monthly basis. * Involvement in events with external agencies including Mt Druitt Women’s Health Centre (WASH House), Men’s Health Week and Lifeline Macarthur.   Completion of a self-assessment tool which scored the University’s levers, being, values and behaviours, structure and policies and culture and norms, against each of the five domains in the Respect and Equality in University model developed by Our Watch. | Commencement of work on a new project *Respect at Western* funded by the Vice-Chancellor’s Gender Equality Fund which will use communications as a primary prevention approach to address the gendered drivers of sexual assault and sexual harassment in the University context using a number of different mediums including social media, a poster series and wallet-sized cards.    Update of resources incorporating student-designed 2021 communications materials (logos, colour palettes, themed images, etc.).  Continued education programs (including delivery of *Responding to Disclosures* training in conjunction with the Talent Leadership and Development program) and communications campaigns (including tailored, themed monthly communications across multiple channels) promoting respectful relationships and gender equality.  Embedding respectful relationships within University Schools, initially within the School of Health Sciences / Occupational Therapy and the School of Social Sciences / Criminology. |
| **3**  *Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment* | An online Sexual Offences Reporting portal to enable reports of issues of sexual assault and sexual harassment at any time was launched in early 2020.  Commenced a University-wide promotions campaign including a University-wide email to all staff from the Vice- Chancellor to increase knowledge of support services and report options available internally and externally to accompany the launch of the Sexual Offences Reporting Portal.  Development of a 30-second video (including Auslan translation) to coincide with the launch of the Portal featuring 12 RNA Student Ambassadors. | Ongoing communication campaigns to facilitate awareness of support services and reporting processes. This includes promotion on digital screens, University-wide emails and monthly RNA newsletters and through the Western Life platform.  Review of the University’s Sexual Harassment Policy. |
| **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.* | The Gendered Violence Research Network provided a desktop review of existing WSU policies, processes and procedures for complaint management in relation to sexual assault and sexual harassment in March 2019.  Responses and actions to the review were implemented to address areas of improvement highlighted including a review of the University’s Sexual Offences Response Policy and Procedures and Sexual Harassment Prevention Policy.  A mapping exercise was undertaken to identify developments and relationships across the University and externally of the activities of the RNA Project Team (e.g. SAGE, Gender Unlimited, Ally Network, Me Too! And Bystander Anti-Racism Project). | A further report incorporating a review of avenues and responses to reports of sexual assault and sexual harassment will be undertaken once the Sexual Offences Reporting portal has been in operation for at least a year. |
| **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.* | Completed a First Responder gap analysis with a plan established to target staff and students most likely to receive disclosures.  Undertook a literature review of best practice in relation to addressing Gender-Based Violence in Universities.  Rolled out a series of training videos produced by the Australian Council of Graduate Research by the Graduate Research School on respectful research training which will complement training sessions for 2019 Higher Degree Research students.  Delivery of tutorials for the School of Public Health / Social determinants of health / Gender as a determinant of health with positive student and staff feedback.  Contributed to the development of an online module by Our Watch through the conduct of student focus groups. | Review of the recently released Australian Psychological Society’s module, commissioned by Universities Australia which addresses the issues of sexual assault and sexual harassment, drivers, impacts, and responding to disclosures. Discussions with Equity and Diversity, Talent, Leadership and Development and Work, Health and Safety about its release within the University.  Continuation of delivery of tutorials for the School of Public Health / Social determinants of health / Gender as a determinant of health. |
| **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.* | The University’s Complaints Resolution Unit receives and registers reports on sexual offences. The Vice-Chancellor is provided with biannual reports which include de-identified information about individual complaints of sexual assault and sexual harassment, trends or identifiable concerns, and recommended improvements to policies and procedures.  In line with the University’s commitment to continuous improvement, since early 2020, Sexual Offences reports provided to the RR Taskforce include data/anecdotal information on complainants’ satisfaction with outcomes and process.  The University continues to work closely the NSW Health Sexual Assault Service and NSW Police to ensure incidents of sexual assault and sexual harassment are responded to appropriately and to strengthen reporting protocols | The University’s Complaints Resolution Unit will provide ongoing review on the types of information and processes by which information is collected and stored. |
| **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.* | Request for Proposal drafted to commission an independent expert to undertake a formal audit of the University’s Counselling Service with specific reference to the capacity of the Service to support students who have been affected by sexual assault and sexual harassment. Although delayed due to COVID-19, when completed, this will update the informal audit conducted by Macquarie University in early 2018. | Recruitment of an independent expert to undertake the formal audit of the University’s Counselling Service.  Recommendations from the 2018 audit will continue to be implemented. |
| **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.* | Western Sydney University and its Board of Trustees have always indicated their commitment to participating in the next national university student survey of sexual assault and sexual harassment. | Participation by the University in the national university student survey of sexual assault and sexual harassment in 2021. |
| **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.* | Workshops facilitated for Campus Living Village (CLV) residents and Residential Assistants on respectful relationships, consent and positive intervention.  From January 2019, an online pre-arrival induction has been undertaken by all residents which includes a compulsory consent module  Creation of a non-student platform for CLV residents as a result of collaboration between the RNA Project Team and CLV with 100% completion of Respectful & Responsible module by all current non-student residents at all Western campuses within a 2-week period.  Paper prepared on Gender Inclusive Housing and room selection and associated staff communications, testing and training undertaken. CLV have confirmed this is a first in UK, US and ANZ operations. | Update of the CLV Portal ready for the 2021 launch with students able to make room selections in line with the work on gender inclusive housing.  Ongoing training for residents and Residential Assistants on respectful relationships. |