**Implementation of recommendations from *Change the course: National report on sexual assault and sexual harassment at Australian universities***

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| **University name: Charles Sturt University** | | |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| 1 | A Respect Now Always (RNA) working party was established in July 2017.  The RNA working party has been responsible for developing an action plan for the implementation of the recommendations.  The working party comprises broad CSU stakeholder engagement and the Division of Student Services Wellbeing team has close contacts with community sexual assault teams, as well as commissioning the expert advice of Dr Amber McKinley who has contemporary expertise in this area from work with Australian Defence and Police.  The establishment of an Advisory Group has been discussed at length within the RNA working Party and it was determined that an Advisory Group was not the best fit for the universities multi model structure. The university is involved in many Regional Consultative Committees and it was decided to include relevant information on the agenda of these committees. | Ongoing. |
| 2 | Education and training has been provided to staff and students. To date the following has been provided:   * Responding to Disclosures of Sexual Violence (RDSV) * Consent Matters * Playing Right   The Consent Matters course is required to be completed by all student leaders. We view students leaders as:  a. Student Representatives  b. Residential Advisors  c. Students employed at CSU  d. Executive of Student Clubs  e. Student volunteers of the University  The completion of the Playing Right is required by all students staying in CSU residences, while the Consent Matters is being rolled out to Student Leaders and Students as staff at CSU.  The Playing Right program is designed to prevent sexual assault and sexual harassment by educating students about consent, personal responsibility, being an active bystander and reporting anything that doesn’t seem right and getting help.  Read more at <http://news.csu.edu.au/latest-news/charles-sturt-university/csu-leading-the-charge-with-playing-right-initiative-breaking-down-barriers-around-sexual-assault-and-harassment-at-universities?Juqm17YWXVSjpYAk.99>  CSU has also created the [“Responding to Students in Distress](https://www.csu.edu.au/__data/assets/pdf_file/0005/2817590/F5658-Distressed-Students-Guide-2018.pdf)” to assist with staff working with students. | Training packages will be reviewed on an annual basis.  RDSV, Consent Matters and Playing Right training packages will be provided to staff and students on an ongoing basis. |
| 3 | Information about support services and reporting processes for sexual assault or sexual harassment is widely disseminated through the CSU web, student portal and communications channels.  By 1 August, 2017 all front line student facing staff were trained in Responding to Disclosures of Sexual Violence and made aware of support services and reporting processes for sexual assault or sexual harassment. We view student facing staff as:  a. Student Central  b. Student Liaison Officers in key groups (international, Indigenous Student Centres and Outreach)  c. Residence Life Staff  By 1 August, 2017 key HR staff were trained in Responding to Disclosures of Sexual Violence.  A knowledge bank article and protocol on Responding to Disclosures of Sexual Violence was drafted to align with the protocol and released to relevant staff on the release of data.  A comprehensive communication plan was rolled out before, during and after the release of the RNA data  - additional student communications were rolled out during Orientation 2018  Respect Now Always material was included in 201730 orientation and all following orientations since.  CSU has existing relationships with relevant community health services. These are informal and being formalised during 2018  A sexual assault hotline for CSU students operated by trained CSU counsellors has been established.  Continued development of the CSU SAFE App for immediate security assistance. | The university is currently undergoing a review of RNA to ensure that measures have been effective in increasing awareness among staff and students. A RNA refresh is planned once the review is completed and recommendations have been received. |
| 4 | A review of CSU’s documentation was conducted by [Dr Amber McKinley](https://bjbs.csu.edu.au/schools/agsps/staff/profiles/academic-staff/amber-mckinley) (Applied Victimologist and lecturer at CSU).  This recommendation is also addressed by the establishment of RDSV and the Sexual Assault Resources Groups and associated protocols. |  |
| 5 | Assessment of staff and students likely to receive disclosures of sexual assault and sexual harassment was conducted prior to the 2017 data release.  Staff and students to date have received the following training (refer response to recommendation 3):   * Responding to Disclosures of Sexual Violence (RDSV) | As part of the Respect Now Always program training will be provided annually to staff/students to increase awareness of RDSV and other consent matters training. |
| 6 | Disclosures and reports of sexual assault and sexual harassment is stored in the SCRIM (Incident reporting) system. | The university is continuing to work through the best system for storing this information. |
| 7 | An RNA review is currently underway which will include an assessment of the universities counselling services. | An RNA review is currently underway which will include an assessment of the universities counselling services. The review into the factors which contribute to sexual assault and sexual harassment within our student settings will specifically address:   * CSU’s internally operated Halls of Residence (Residence Life) across all campus locations, and * All affiliated student clubs, committees and associations. * Importantly, the review will not include the following: * Independent Colleges located on CSU Campuses, * Study Group, and * CSU international partners. |
| 8 | Not yet actioned | Will be actioned in line with the requirements that the National survey be completed every 3 years. |
| 9 | A review is currently underway. The university has commissioned Kim Copeland as the independent consultant to undertake this review. Ms Copeland has extensive experience in the conduct of such reviews within an institutional setting | An independent review is currently underway with the proposed outcomes specifically but not limited by:   * The existence of and evidence of adherence to procedures which guide appropriate responses by a club, association, college or residence to reports of sexual assault and sexual harassment. * An assessment that a trauma-informed and rights-based approach is implemented in all cases where an allegation of sexual assault has been made. * The prevalence of hazing practices and/or college/club ‘traditions’ which may facilitate an undesirable culture. This should include an assessment of governance, training, policy etc. which proactively discourage such practices. * The adequacy of support services available in a twenty-four hour residential setting. * The relevance of a 24hr support available to students not living on campus or those studying online. * Reviewing the governance structure and level of support provided to clubs, societies and associations, including before, during & after organised activity/games/meetings, etc. * The provision of proactive training/educational initiatives for students which guide and inform behavioural expectations |