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

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| **University name: DEAKIN UNIVERSITY 16th July 2018** | | | |
| **Recommendation** | | **Action already taken** | **Planned/future action** |
| 1 | Vice-Chancellors should take direct responsibility for the implementation of these recommendations, including decision-making and monitoring and evaluation of actions taken.  To assist and advise them in this respect, Vice-Chancellors should have an advisory body within their institution which has responsibility for guiding the implementation of the recommendations made in this report.  The advisory body should report directly to the Vice-Chancellor of each university and include representatives from:   * the university’s senior leadership * the student body * academic staff * residential colleges affiliated with the university * student services, such as: counselling services, medical services and campus security, and * frontline sexual assault services.   The advisory body should be responsible for developing an action plan for the implementation of these recommendations.  The development of an action plan should involve broad and extensive consultation with all relevant stakeholders from the university community and, where relevant, the wider community. The advisory body should also seek independent expertise where relevant and draw on existing research and best practice.  The advisory body should assess and publicly report on the University’s progress toward implementation of these recommendations within 18 months of the release of this report. From then on, public reporting on progress should occur on an annual basis.  . | A Vice-Chancellors RNA Advisory Group was established, first met in October 2017 and three times to date in 2018. Membership includes:   * Chief Operating Officer – Member of University Executive * President and Vice-President Deakin University Students Association * Dean of Students * Three staff members representing student services including front-line response services * CEO Deakin Residential Services * Two academic staff including PVC Research Development and Integrity * Executive Director Human Resources * Director Equity and Diversity * Director Campus Services (includes Security) * Manager Student Conduct   The Advisory Group has reviewed and endorsed the University’s RNA Action Plan and received progress reports at each meeting.  The Action plan includes all nine AHRC Recommendations and additional actions.  The Advisory Group receives regular reports on the implementation of the Action plan and de-identified incident data.  In addition the University has established a RNA Reference Group with broad based membership including researchers and academics, as well as external members.  The Advisory Group draws on the expertise of the Reference Group which includes researchers and academics to ensure best practice and remains up-to-date with current literature and community trends.  An RNA Operations team has been established with dedicated human resources. | The Advisory Group will continue to meet five times each year.  Major upcoming agenda items include:   * Strengthening student and staff training and education program(s) * Supporting LGBTIQ+, CALD and International Student Communities * Updating the Deakin Action Plan incorporating recommendations from three external reviews * Review of stand-alone sexual assault prevention and response policy and procedure adopted June 17. |
| 2 | Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that:   * provides students and staff with education about: behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, ‘violence supportive attitudes’ and bystander intervention, and * identifies existing resources and communications campaigns that reinforce key messages of education programs for dissemination to staff and students.   Education programs and communications should:   * target all levels of the organisation – current and future students, staff, residential colleges, public transport to/from university, sports clubs, student societies and student unions * be based on best practice and research * be developed and delivered by individuals and/or organisations with expertise in sexual violence prevention * be developed in consultation with university students, and include measures for evaluating and refining the actions taken. | Enhancements to existing, long-standing information, education and training programs include:   * Staff induction programs that include mandatory training on respectful interpersonal relationships, harassment and discrimination and the staff code of conduct. * Student orientation programs that incorporate information and advice on expected behaviours and behaviours that are not tolerated. * Rolling student information and education programs on: * Sexual harassment and assault * Recognising, understanding and responding to disrespectful behaviour * Consent and Sexual Ethics * Bystander intervention * How to respond to disclosures of sexual harm * Training and risk planning with student club leaders with emphasis on off-campus events. * Residential students receive additional targeted training including compulsory training prior to admission to accommodation. * Residential Leaders (Senior residential students at ratio of 1 RL: 25 residents) are provided with **comprehensive training** prior to and during their time as leaders which currently includes, but is not limited to: * Bystander Intervention * Respectful Relationship and ethical sex training provided by external consultant. * LGBTIQ+ Awareness * Drug and alcohol education and awareness * Responding to disclosures of sexual harm * Rolling staff education and training including * Responding to Disclosure of Sexual Harm * Harassment and Discrimination * Consent and Sexual Ethics * Targeted face to face training for staff more likely to receive disclosures. * There are approximately 60 Harassment and discrimination contact officers (HDCOs) who have access to bystander intervention training. * DUSA partnership * Support of DUSA Let’s Talk About X – SHAG week of activities to promote sexual education, consent, ethical sex and STI prevention. | * New Bystander Intervention Program to be launched in T1, 2019. * Improvements to awareness training for CALD and International students due T3, 2018 * Introduction of mandatory education program for all commencing students * Enhancement of student conduct procedures to allow consideration of behavioural contracts and educative, rehabilitative responses. * Increased resources dedicated to information and education. * Extensive RNA phase two communication plan focused on prevention and awareness |
| 3 | In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should:   * widely disseminate information about university reporting avenues to staff and students * widely disseminate information about internal and external services to staff and students, including: university counselling and medical services, campus security, local sexual assault services, police, medical centres, hospitals, counselling services and anti-discrimination agencies * ensure that information about internal and external reporting procedures and support services is displayed clearly, in a logical place(s) on the university website * ensure that information about internal and external reporting procedures and support services is provided to students as part of their orientation into university and to new staff as part of their human resources induction/on-boarding * ensure that information about internal and external reporting procedures and support services is accessible to all students and staff, including: people with disability, people from CALD backgrounds, and * develop relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary.   Universities should evaluate the activities undertaken to increase awareness of support services and reporting processes to ensure that these measures have been effective in increasing awareness among staff and students. | The University Safer Community service established as the central point for disclosing, reporting and referring reports of sexual assault.  Student welcome and orientation programs (including international student pre-arrival) includes reference to standards of behaviour, respectful interpersonal relationships and advice on where to seek support and report.  International students are provided with specific healthy and respectful relationship information as a dedicated component of their orientation.  Information is reinforced and repeated throughout the student lifecycle via social media, DeakinSync (student portal), Student News Bulletins and hard copy promotional material.  Information on reporting, disclosure options are cross linked via websites related to safety, health and wellbeing, complaints, child-safe and general student support.  Indirect promotion is supported via the independent Student Association and University staff awareness campaigns. As an example Senior Managers (80 staff) are routinely briefed and provided with resource packs.  Relationships have been strengthened with Centres Against Sexual Assault, Local Police, Police Sexual Crimes Units, Domestic and Family Violence Agencies, Community Legal Centres, Community Health providers and local community/council primary prevention committees  All student communication channels and campaigns are evaluated for reach and engagement. | * Continued assessment of impact and effectiveness of information programs. * Strengthen partnership with students and student bodies to design and promulgate information and promotion programs. * Introduction of option to lodge a report on-line including internal referral system. * Strengthen tailoring of information to CALD and International students**.** * Extensive services and support communication plan across University channels. |
| 4 | In order to ensure that actions taken by universities to prevent and respond to sexual assault and sexual harassment are appropriate, within a year of the release of this report, universities should commission an independent, expert-led review of existing university policies and response pathways in relation to sexual assault and sexual harassment. This review should assess the effectiveness of existing university policies and pathways and make specific recommendations to universities about best practice responses to sexual assault and sexual harassment.  In the interim, and at an institutional level, universities should draw on sexual violence counselling expertise to develop and review processes for responding to sexual assault and sexual harassment of students to ensure that they:   * secure the immediate safety and wellbeing of the individual who has experienced the sexual assault or sexual harassment * are clear and accessible * provide individuals with control over what happens to their report * have the flexibility to suit individual circumstances * provide students with support to continue with their studies * provide specialist support, from someone who has specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors, and accommodate the needs of students from a diverse range of backgrounds | An independent review of University policies and response pathways was completed in June and the final report is expected early July 2018.  The process included review of 31 sources of information including policies, procedures, guidelines, websites and handboooks and interviews with 27 staff including Student Association representatives.  In July 2017 the University enacted a stand-alone policy and procedure - *Preventing and Responding to Sexual Assault Policy and Procedure*. This policy was developed in consultation with internal and external (CASA) sexual violence expertise and is based on the following Aim  *Our aim is to prevent sexual assaults, provide victim survivor centred support to students and staff who have been assaulted regardless of where the assault happened and ensure alleged perpetrators receive relevant support and are treated fairly.*  This Aim and a set of underlying principles are further reinforced in our compulsory online staff training module.  Students and staff have access to specialist counselling services at our Burwood and Warrnambool campuses through partnerships with Eastern CASA and South Western CASA  In July 2018 the Student Special Consideration Policy and Procedure was amended to include specific reference to sexual harm and formally recognise a statement from a University Support Service.  The University also has separate standalone policies and procedures to support students and staff in relation to family violence. | * Formal review of Deakin’s Sexual Assault Prevention Response Policy and Procedure will be completed by end of 2018. This review is timely in light of completion of three external reviews and after 12 months of operation. * Specific review of policies and procedures relating to sexual harassment. |
| 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.  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 | Mandatory training for all staff on “responding to disclosures of sexual harm” was launched in May/June 2018.  Prior to the introduction of the mandatory training 350 front line staff received written briefing/advice in August 2017 on how to respond to disclosures. Face to face training for staff and students more likely to receive disclosures supported these briefings.    Members of the student council have received specific training  With the active support of the Deakin University Student Association student club leaders are required to attend training and prepare risk reduction and incident response plans.  Detailed advice and guidance is permanently available and promoted via staff and student websites.  The University Senior Management Group have received multiple briefings, including directly from the Vice-Chancellor including a reminder of their line management responsibility to ensure their staff are aware of the policy and procedures and where to access advice.  All information and training has been reinforced via staff bulletins. | * Continue to expand and reinforce training and strengthen referral pathways. |
| 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, including:   * details of the complaint/incident * steps taken to respond to the complaint/incident, i.e.: whether the individual reported to police, whether the perpetrator was moved to a different lecture/tutorial * support or assistance received, i.e.: whether the person received counselling from university services, whether they reported to police, whether they received support from an external sexual assault service * time taken to respond to the report and/or refer the person to support services, and * any feedback provided by the complainant/respondent in relation to the process.   Access to this information should be limited to staff members with responsibility for responding to disclosures and reports and those responsible for improving university responses to disclosures and reports.  On a regular basis – at least every six months – Vice-Chancellors should be provided with de-identified reports of this data, including any trends or identifiable concerns which arise, along with recommendations for any necessary improvements to processes | All sexual assault reports are required by policy to be referred or notified to the University Safer Community Unit. Safer Community maintain confidential data on sexual assaults consistent with the AHRC recommendation.  A University level project has been endorsed and funded to further improve capture and analysis of data including sexual harassment.  De-identified data reports are provided to the Vice-Chancellors Advisory Group at each meeting at least every six months and reviewed to assist in improving preventative and response actions. | * Implementation of cross-university data systems**.** |
| 7 | Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:   * the capacity of university counselling services to respond to students’ requests for counselling in an appropriately timely manner, and * how many university counselling staff have received training in working with sexual assault survivors. * As part of this audit, universities should collect data on:   + the average length of time students are required to wait to see a university counsellor, and   + the number of urgent/crisis requests for counselling received.   This data should be assessed to determine whether additional counselling services are required to meet the urgent needs of students who have experienced sexual assault or harassment. If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable | External review of University Counselling services was completed in accordance with the AHRC recommendation in February 2018.  All Counselling staff have completed refresher training on working with sexual assault survivors.  Requests for counselling assessed as urgent are responded to the same day however capacity is subject to ongoing assessment. | * Increase in counselling resources are being considered in light of increasing demand. |
| 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 | Deakin University will support Universities Australia proposals for continuing sector wide prevalence surveys**.** | Deakin University will support Universities Australia proposals for continuing sector wide prevalence surveys**.** |
| 9 | In addition to considering the implementation of the university recommendations made in this report, residential colleges and university residences should commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.  This review should consider:   * appropriate responses by a college or university residence to reports of sexual assault and sexual harassment * a trauma-informed and rights-based approach in a situation in which an allegation of sexual assault has been made * the ways that hazing practices and college ‘traditions’ facilitate a culture which may increase the likelihood of sexual violence * the role of alcohol in facilitating a culture which may increase the likelihood of sexual violence * the level and nature of supervision in a twenty-four hour residential setting in which large numbers of young people are living away from home, and * the level and adequacy of training required to equip residential advisors to serve as first responders or in response to matters of sexual assault and harassment. | Deakin Residential Services is wholly owned and operated by the University.  An external review was conducted in accordance with the AHRC recommendation and completed in May 2018**.** The report identified current strengths including   * Collaborative and supportive staff culture with a commitment to designing and implementing a culture of respect * Zero tolerance approach to serious misconduct * Visible and responsive security and staff presence * Regular monitoring and review * Willingness of leadership to seek and act on feedback | Recommendations for improvement will be integrated into the University’s updated RNA Action Plan and implementation monitored by the VC Advisory Group.  Areas of focus are:   * Further alcohol harm minimization (acknowledging significant measures currently in place) * Combating casual sexism * Role clarity for key individuals involved in reporting or responding to an incident * Further strengthen education and training for staff and residents * Enhancements to formal documentation of processes   Implementation of recommendations has commenced. |