

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

Western Sydney University		
Recommendation no.	Action already taken	Planned/future action
1	In 2017, Western Sydney University established a Respect.Now.Always. Taskforce which is led by the Vice-Chancellor. The Taskforce meets on a quarterly basis (having met three times since the release of the Report) and brings together representatives from the Board of Trustees, a broad cross-section of the University's student and staff community, including the University's Counselling and Disability Services as well as representatives from local sexual assault services. The Taskforce builds on the work of the student and staff Respect.Now.Always. Working Party and oversees the implementation of education and support initiatives across the University, monitoring and evaluating their effectiveness, and through members' input, helps identify and inform best practice and evidence-based interventions and makes recommendations to the University's Executive on policy and procedure development.	The Taskforce will continue to meet at quarterly intervals to advance its remit.
2	An Action Plan focusing on sexual assault and sexual harassment and providing mechanisms for regular review to guide future actions, was established in 2017 and revised in 2018. This Action Plan is complemented by sub-plans specifically developed together with a range of stakeholders and organisational units within the University, including the Equity and Diversity Unit, the International Student Welfare Unit, Badanami (Aboriginal Learning Unit), various Disability Collectives, the Ally	<p>Initiatives from the Action Plan and sub-plans will continue to be implemented and monitored.</p> <p>There will be a roll-out of the <i>Respectful and Responsible</i> online training module for staff and students. Completion of the training module will initially be on a voluntary basis but will be made mandatory in the near future. Delivery of this training has been made possible following a partnership with Liberate eLearning to customise Monash</p>

	<p>Network and the Student Queer Collective for high risk groups, e.g. LGBTIQ+ students.</p> <p>A Respect.Now.Always. project team was established in June 2017 with a dedicated Project Officer and Project Support Assistant (a student) with support being received from the University's Student Support Unit, specifically Counselling and Disability Services.</p> <p>Western Sydney University has enacted a cross-campus online and face-to-face communications program, including digital signage, student paper editorials, various brochures, social media, and a presence at most student-facing events across all campuses. Three examples of these initiatives include a series of pop-up stalls at each campus, the development and translation (into five community languages) of materials aimed at international students in line with Universities Australia (UA) recommendations, and a student-developed safety cards and posters series aimed at changing the behaviour of social media perpetrators of sexual harassment.</p> <p>To ensure that the student voice is sufficiently captured, the University has coordinated and trained a group of Respect.Now.Always. Student Ambassadors who, as integral partners in the Project, assist with planning and implementing events, co-delivering messages, developing initiatives and providing feedback. Furthermore, a core group of 20 students, including campus coordinators across all ten campuses, and a further 120 support students from a diverse cross-section of the student</p>	<p>University's online training module.</p> <p>Online education modules for high at-risk groups, such as those students identifying as LGBTIQ and ATSI, are currently being developed. LGBTIQ-related content is also being included across all training and education programs and the R.N.A Project Team has provided feedback on the Transition Support Policy for transgender students and staff members.</p> <p>The University's Respect.Now.Always. website is currently being updated with a stronger emphasis on a student-centric and student-guided approach.</p>
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community, including all Student Collectives, have been involved. Planning Days with Student Ambassadors have helped to inform and guide various on-campus activities and events associated with Orientation and Service Fairs.

R.N.A Ambassadors are supported through training (*Sex, Safety and Respect* in 2017, and *Responding to Disclosures and General Information Sessions* in 2018) delivered by the Gendered Violence Research Network, campus-based peer support networks with other R.N.A Ambassadors, and tailored Student Leadership Training modules specifically designed to empower Ambassadors in their roles (topics include responding to sexual assault disclosures with empathy, consent, technology-facilitated abuse and bystander intervention).

A number of bespoke education initiatives are embedded in the broader University's calendar and are facilitated in conjunction with Badanami (Aboriginal Learning Unit), International Student advisory sessions, Higher Degree Research (HDR) staff, the Student Experience Office, University Sports, the Equity and Diversity Unit, and in collaboration with Campus Living Villages (CLV) who operate campus residences. Each initiative includes networking, training, resource-sharing and related elements. Specific examples include training all O-Week student assistants in Bystander Intervention and responding to disclosures, and writing respectful relationship training into HDR supervisor modules and reviews.

The University is developing and sharing best-practice

	<p>resources and methods with specialists in various fields, including criminology, policing, law, administration, and communications.</p> <p>In March 2018, the Respect.Now.Always. campaign content was included in all student advisory sessions followed by International Student Safety Sessions across the Parramatta City Campus and Parramatta South campuses supported by digital screens and email communique.</p>	
3	<p>Supported by specialist sexual assault and trauma-informed training, the University's Counselling Service increased the number of 'same day' counselling appointments for four-weeks from 1 August 2017 to ensure strong support for students and survivors of sexual assault in the period following the release of the National Report. The Counselling Service continues to offer priority appointments to those who have experienced sexual assault and sexual harassment. The Counselling Service is responsive to students' needs. Student input into service provision for all student support services – counselling, disability and welfare – has been sought.</p> <p>Information about reporting avenues and support services is available on the University's student management system vUWS.</p> <p>A new MyWestern Dashboard has been developed featuring a Respect.Now.Always. banner and information for all Western Sydney University students. The clickable banner includes WSU's commitment to the campaign, provides details on support available to students and procedures for reporting sexual assault and sexual</p>	<p>In addition to the existing <i>Sexual Harassment Policy</i> and <i>Sexual Offences (Staff Response) Procedures</i>, a <i>Sexual Offences Response Policy and Procedures</i> document is being finalised following wide internal and external stakeholder input, including input from specialist local sexual assault and Domestic Violence organisations represented on the Taskforce.</p> <p>An online R.N.A reporting portal will be established to allow for disclosure of sexual assault and sexual harassment.</p> <p>A Western Sydney University Respect.Now.Always. app is being finalised and will be available in the near future. The app is an information resource for students and staff and is aimed at supporting survivors with their decisions immediately following a sexual offence.</p>

	<p>harassment, including links to the main webpage.</p> <p>Development of an online R.N.A reporting portal, which commenced with the establishment of a Working Party, is nearing the final stages of completion.</p> <p>There is ongoing dissemination of information about University reporting avenues and internal and external support services to staff and students.</p> <p>The University's R.N.A webpage, a brochure titled <i>Sexual Assault Support for Students and Staff</i> and a pamphlet targeted at international students all provide information on how the University responds to reports of sexual assault and harassment. Each medium has been developed in an easy-to-read format and has been recently updated to streamline information, improve accessibility and to align with the AHRC, UA and CAPA recommendations.</p> <p>The University works very closely with NSW Police on its reporting protocols, and continues to strengthen its reporting systems and counselling services available for students and staff.</p> <p>Meetings have been organised with NSW Health - Sexual Assault Service and Rape and Domestic Violence Services Australia to enhance reporting avenues externally.</p>	
4	<p>The University's document <i>Guidelines for staff in responding to Sexual Offences</i> has been redeveloped into a <i>Sexual Offences Response</i> policy and an accompanying flowchart has been drafted.</p>	<p>The University will seek to have an independent, expert-led review of all the University's existing policies, procedures and protocols conducted to ensure that the University is implementing best practice and making continual improvements to its support services and</p>

	<p>A Request for Proposal has been developed to undertake a review of existing university policies and response pathways in relation to sexual assault and sexual harassment. This request has been sent to the Gendered Violence Research Network (GVRN).</p>	<p>programs, especially in ensuring a student-centric approach to responses to sexual assault survivors.</p>
<p>5</p>	<p>An assessment was conducted in August 2017 to identify staff members and student representatives most likely to receive disclosures of sexual assault and sexual harassment.</p> <p>Counsellors have been trained in best-practice trauma-informed care by the Full Stop Foundation (NSW RDVSA) in 2017 and by the Gendered Violence Research Network (GVRN) in 2018.</p> <p>Since November 2017, the following training has been completed:</p> <ul style="list-style-type: none"> <li>• the University's Student Services (Counselling, Disability and Welfare staff), Badanami staff, Chaplaincy Coordinators, Student Representation and Participation staff and PASS Program Coordinator and Assistant Coordinator and Student Central staff have completed training in Responding to Disclosures of Sexual Offences.</li> <li>• Staff (Campus Safety &amp; Security, Welfare Officers, Residential Assistants, Campus Life staff, Chaplain Coordinators and Counsellors) as well as Student Ambassadors, Student Leaders and Women's Officers have attended First Responders training.</li> <li>• Student Services staff, having completed the 'Sex, Safety and Respect' training are now assisting with the delivery of 'Sex, Safety and Respect training' across the University and with CLV.</li> </ul>	<p>There will be further and wider implementation of First Responder training across the University. This will involve collaboration with the Gendered Violence Research Network of the University of New South Wales. As a result, a network of First Responders will be established with representation from each School/Faculty and Student Services with a list available on the University's R.N.A webpage and Staff Directory. First responders in Schools and Research Centres have been identified and training dates established for the remainder of 2018.</p> <p>Online training on sexual assault and sexual harassment will be made mandatory for all University staff.</p>

6	<p>The University's Complaints Resolution Unit receives and registers reports on sexual offences. Parameters regarding the collection of information have been established with the Office of General Counsel, the Counselling Service and Campus Safety and Security, ensuring consistency with AHRC guidelines.</p> <p>De-identified data about individual disclosures and reports of sexual assault and sexual harassment, including trends or identifiable concerns which arise, along with recommendations for any necessary improvements to processes are shared with the Respect.Now.Always. Taskforce at each quarterly meeting with detailed reports provided to the Vice-Chancellor on a six-monthly basis.</p>	<p>An R.N.A online portal will be established to help students and staff report issues of sexual assault and sexual harassment at any time of day.</p> <p>To ensure continuous improvement, the University's Office of General Counsel, Counselling Service and Campus Safety and Security, will provide ongoing review on the types of information and process by which such information is collected and stored.</p>
7	<p>In February 2018, an independent audit of Western Sydney University's Student Counselling Services was completed by Macquarie University with an assessment of responsiveness of service, training received by University counselling staff and the number of urgent/crisis requests for counselling received.</p>	<p>Recommendations from the audit will continue to be implemented. This has already commenced with the outcomes informing the update of the R.N.A website.</p>
8	<p>On behalf of the sector, Universities Australia has committed to conducting the survey at three yearly intervals.</p>	<p>Western Sydney University and its Board of Trustees are committed to conducting the National university student survey of sexual assault and sexual harassment at three yearly intervals.</p>

<p>9</p>	<p>Several times a year, across each of its locations, Campus Living Village (CLV) undertakes both general and specific training and awareness-raising events for residents as well as residential assistants (RAs). This includes mandatory Sex, Safety and Respect training for all RAs and positive behaviour interventions aimed at promoting inclusivity, safe consumption of alcohol, anti-harassment and anti-violence on residential colleges.</p> <p>Training, communication and events, including awareness-raising pop up stalls in conjunction with New South Wales Health, are planned and delivered by both CLV staff and with the Respect.Now.Always. Project Team.</p> <p>There have been ongoing reviews and improvements in how University residences respond to reports of sexual assault and sexual harassment with support from Student Services (it should be noted that the WSU Misconduct rule applies to CLV so that misconduct of any type is reported to the University for further action as relevant).</p>	<p>CLV recently commissioned SenateSHJ to lead an independent, expert-led review into the factors that contribute to sexual assault and sexual harassment in University residential settings.</p> <p>From January 2019, compulsory training on consent will be introduced for all students prior to being accepted as a resident at CLV.</p> <p>CLV is working with ALLY and the Diversity and Equity Unite to devise protocols and mechanisms to ensure the support and safety of LGBTIQ+ students living on campus.</p>
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