

Respect. Now. Always. Taskforce
Meeting 1/17

AGENDA

15 September 2017

10:00am – 12:00pm

Student Seminar Room,
The Hub

FORMAL MATTERS

1. **Apologies/Acknowledgements**
2. **Minutes** – N/A
3. **Actions** – N/A

ESTABLISHING THE WORKING GROUP

4. **Introductions**
5. **Background, Scope and Expectations (Chair)** – Attachment A
 - Reason group was established
 - Purpose and scope of group
 - Frequency of meetings
 - Timelines

UPDATES / DISCUSSION

6. **Mapping of Recommendations** – Attachment B
 - Prioritise and Identify Themes
7. **Brainstorm key activities and actions**
8. **Progress and Evaluation**
 - Discuss scorecard
9. **Any Other Business**
10. **Date of Next Meeting** – Friday 29 September, 10 am to 12 pm

Distribution:

Chair	President, AUU
Professor Pascale Quester, DVCA	Brodie Scott
Executive Dean/ Faculty Representative	President, SRC
Professor Mike Liebelt (Acting)	Mark Pace
Executive Dean/ Faculty Representative	Postgraduate Officer, SRC
Associate Professor Suzanne Le Mire	Stephanie Ducker
General Counsel	Women's Officer, SRC
Ms Céline McInerney	Tamsin Anspach
Associate Director Student Life	Student
Ms Colleen Lewig	Declan Price Brooks
Pro Vice-Chancellor - Research Operations	Student
Professor John Williams	Wukun Liu
Director, Human Resources	Student
Ms Elysia Ryan	Harsha Chugh
Director - Partnerships & Corporate Relations	Student
Ms Leah Grantham	Alison Gunning
CEO, St Marks College	Student
Master Rose Alwyn	Kayla Bremert
Chair, Gender Equity and Diversity Committee	Student
Professor Deborah Turnbull	Meg Mackie

Executive Support:

Natalie Kourtidis, Project Manager & Alice Cameron, Project Officer
8 September 2017

Respect.Now.Always Taskforce (RNAT)

Following the release of the Australian Human Rights Commission (AHRC) Change the Course report on 1 August, the University of Adelaide is determined to dramatically reduce the incidence of sexual harassment and sexual assault, and to support those affected. The University has a zero tolerance approach and we all have a role to play in providing a safe, respectful and world class environment for learning and teaching.

The RNA Taskforce has been established to develop a single university-wide implementation plan. The implementation plan will provide advice on a range of activities and educational campaigns which address recommendations provided by Universities Australia, The Council of Australian Postgraduate Associations (CAPA) and the Equal Opportunity Commission (SA). The Taskforce will comprise of a wide range of staff and students representatives (membership list below).

Taskforce Role Summary

The RNA Taskforce will work on developing an action plan with changes to be rollout from end of 2017 and into 2018. RNAT will also contribute to the development of a score card document to assist areas with monitoring progress.

The action plan and score card will be referred to VCE for endorsement. Once endorsed by VCE, the University community will work together to implement and report progress and outcomes to the appropriate body. The Taskforce are not expected to undertake the action plan, however some members may have involvement due to their position in the University.

Communication & consultation

RNAT will inform the wider University and other stakeholders of its planned approach to each recommendation and its progress in implementing actions against scorecard/targets.

RNAT will use the Safe Campus webpage and bulletins to:

- Announce the start of the process
- Detail the Taskforce's role
- Invite wider engagement with certain topics
- Enable consultation and feedback on topics or themes
- Post reports, recommendations, outcomes etc.
- Keep students and staff informed about overall progress

Scope and duration

Six, two-hour sessions will be held between September – December, based on the Chair's availability.

The priority objectives are:

1. Review all recommendations
2. Establish an implementation plan
3. Develop a score card system for ongoing monitoring against objectives

Additional objectives for RNAT input involve some specific topics and themes which consultative groups will be called on to contribute their expertise. Topics/themes include:

4. Social Clubs, Sports Clubs and Student Events
5. Work Placements and Internships
6. Specific Culturally and Linguistically Diverse (CALD) strategies
7. Colleges / Student Accommodation
8. Public Transport

Membership

Members - Staff	Accepted	Members - Students	Accepted
Chair Professor Pascale Quester, DVCA	✓	President, Adelaide University Union Brodie Scott	✓
Executive Dean/ Faculty Representative Professor Mike Liebelt (Acting)	✓	President, Student Representative Council Mark Pace	✓
Executive Dean/ Faculty Representative Associate Professor Suzanne Le Mire	✓	Postgraduate Officer, Student Representative Council Stephanie Ducker	✓
General Counsel Ms Céline McInerney	✓	Women's Officer, Student Representative Council Tamsin Anspach	✓
Associate Director Student Life Ms Colleen Lewig	✓	Student Declan Price Brooks	
Pro Vice-Chancellor - Research Operations / Dean of Graduate Studies Professor John Williams	✓	Student Wukun Liu	
Director, Human Resources Ms Elysia Ryan <i>Proxy: Mr Gerald Butfield</i>	✓	Student Harsha Chugh	
Director - Partnerships & Corporate Relations Ms Leah Grantham	✓	Student Alison Gunning	
CEO, St Marks College Master Rose Alwyn	✓	Student Kayla Bremert	
Chair, University Gender Equity and Diversity Committee Professor Deborah Turnbull	✓	Student Meg Mackie	
Executive Support Natalie Kourtidis, Project Manager Alice Cameron, Project Officer			

Meeting dates & times:

- Session 1: Friday 15th September, 10am-12pm
- Session 2: Friday 29th September, 10am-12pm
- Session 3: Friday 27th October, 10am-12pm
- Session 4: Friday 10 November, 10am-12pm
- Session 5: Friday 24 November, 10am-12pm
- Session 6: Friday 15 December, 10am-12pm

All meetings will be held in the Hub Central Seminar Room, unless otherwise advised.

Relevant External Documents and Links

- Australian Human Rights Commission (AHRC) 'Change the Course' report
https://www.humanrights.gov.au/sites/default/files/document/publication/AHRC_2017_Change_TheCourse_UniversityReport.pdf
- Profile of University of Adelaide Respondents (from AHRC)
<http://www.adelaide.edu.au/safer-campus-community/sites/default/files/2017-08/summary-tables.pdf>
- Universities Australia 10 Point Action Plan
<https://www.universitiesaustralia.edu.au/ArticleDocuments/797/Companion%20Report%20Web%20version%203.pdf.aspx>
- The Council of Australian Postgraduate Associations (CAPA) recommendations
<http://www.capa.edu.au/wp-content/uploads/2017/07/CAPA-Recommendations-SASH-survey-.pdf>
- On Safe Ground: Strengthening Australian university responses to sexual assault and harassment - A Good Practice Guide for Australian Universities
http://www.ahrcentre.org/sites/ahrcentre.org/files/AHR0002%20On%20Safe%20Ground_Good%20Practice%20Guide_online.pdf
- Fullstop Foundation Factsheets
<http://www.fullstopfoundation.org.au/Sexual-Assault-within-University-Communities>

Relevant Internal Documents

- Equal Opportunity Commission (SA) 'An Audit of Structures and Systems that Prevent and Respond to Incidents of Sexual Harassment and Assault' report
- Mapping of recommendations

Respect. Now. Always. Taskforce

Mapping of Recommendations

In conjunction with the release of the recommendations in the Australian Human Rights Commission (AHRC) 'Change the Course' report, Universities Australia, the Equal Opportunity Commission (SA) (EOC) and the Council of Australian Postgraduate Associations (CAPA) also provided recommendations for the prevention and response to sexual assault and sexual harassment in university communities.

The full reports that accompany the recommendations can be found here:

Australian Human Rights Commission (AHRC) 'Change the Course' report	https://www.humanrights.gov.au/sites/default/files/document/publication/AHRC_2017_ChangeTheCourse_UniversityReport.pdf
Equal Opportunity Commission (SA) 'An Audit of Structures and Systems that Prevent and Respond to Incidents of Sexual Harassment and Assault' report	Report not available publically online. Note that the EOC recommendations are derived from a specific audit of the University of Adelaide.
Universities Australia 10 Point Action Plan	https://www.universitiesaustralia.edu.au/ArticleDocuments/797/Companion%20Report%20Web%20version%203.pdf.aspx
The Council of Australian Postgraduate Associations (CAPA) recommendations	http://www.capa.edu.au/wp-content/uploads/2017/07/CAPA-Recommendations-SASH-survey-.pdf

The EOC 'An Audit of Structures and Systems that Prevent and Respond to Incidents of Sexual Harassment and Assault' report provides 42 recommendations specific to the University of Adelaide. Six of those recommendations relate to the broad university community and culture, and are useful in guiding the implementation of all recommendations;

- The University to actively encourage men who form part of the University community to step up, role model and challenge cultural norms that reinforce male privilege encourage violence and allow them to behave in ways that denigrate women. (1)
- The University to seek to create a community where the dominant binary gender and hetero-normative culture is seen as only one expression of sexual preference and gender identity. (2)
- The University to actively support that is it not up to women to protect against sexual harassment and sexual assault by changing their behaviour but rather on the behaviour of potential perpetrators to act in ways that respect and value women. (3)
- The University to shape gender positive norms and influence a cohort of future leaders to view gender equality as imperative by focusing its attention on the attraction and retention of men and women in areas where they are underrepresented. (4)
- The University to shape gender positive norms and influence a cohort of future leaders to view gender equality as imperative by encouraging and promoting the contribution and participation of women at all levels of University life (e.g. institutional leadership, student leadership, workforce participation, degree courses, clubs, and societies). (15)
- The University to reinforce that safety is a collective issue, and to communicate its work in progress concerning the prevention and response to sexual harassment and sexual assault including any evaluation outcomes to the whole of the University community. (16)

AHRC Recommendation (9)	EOC Recommendation (42)	UA Recommendation (10)	CAPA Recommendation (19)	Comments	Priority
<p>Recommendation 1 Vice-Chancellors should take direct responsibility for the implementation of these recommendations, including decision-making and monitoring and evaluation of actions taken.</p> <p>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.</p> <p>The advisory body should report directly to the Vice-Chancellor of each university and include representatives from:</p> <ul style="list-style-type: none"> • 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. 	<p>9. The University to develop a monitoring, evaluation and reporting strategy to guide monitoring and evaluation activities to inform work in preventing and responding to sexual harassment, rape and sexual assault.</p> <p>12. University leadership to fund and support initiatives aiming to eliminate sexual violence which will be an active demonstration of their ongoing commitment.</p> <p>35. The University to investigate a recurrent funding model specifically earmarked for the implementation of sexual harassment and sexual assault prevention campaigns, as well as their evaluation.</p> <p>42. The University to investigate facilitating an annual student climate survey to ascertain students' current experience of sexual harassment and sexual assault and whether prevention and response interventions at the University are effective.</p>	N/A	<p>3. Creation of University taskforce</p> <p>7. Meet with student representatives</p> <p>17. Students are valued as equal members of the University community</p> <p>18. A commitment to ongoing reporting and periodic reviews</p>	<p>The University of Adelaide has adopted all of the recommendations in the Australian Human Rights Commission report.</p> <p>The DVCA has established the Respect. Now. Always. Taskforce which includes representatives from senior staff, student body, academic staff, residential colleges and student services. The Taskforce will be responsible for developing an action plan and progress monitoring system.</p> <p>A dedicated Respect. Now. Always. Taskforce page exists on the Safer Campus Community Website – this will be updated regularly with progress and key information.</p> <p>The DVCA meets monthly with student representatives and has</p>	

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<p>The advisory body should be responsible for developing an action plan for the implementation of these recommendations.</p> <p>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.</p> <p>The advisory body should assess and publicly report on the university's progress towards 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.</p>				held one all student forum, with a second planned on 15 Sept 2017.	
<p>Recommendation 2 Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that:</p> <ul style="list-style-type: none"> 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. <p>Education programs and communications should:</p> <ul style="list-style-type: none"> target all levels of the organisation – current and future students, staff, residential colleges, 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. 	<p>5. University to place an emphasis on ensuring that staff and students have a detailed and unambiguous understanding of what constitutes sexual harassment and sexual assault and that these definitions are articulated clearly in University Codes of Conduct, Behaviour and Conduct Policies and reflected in Student Charters and that these definitions should be brought to the attention of:</p> <ul style="list-style-type: none"> All new employees prior to and upon commencement of employment, and Students as part of their acceptance to study at the University and again at their orientation. <p>10. The University to consolidate its online information as it relates to sexual harassment and sexual assault in one accessible online location (a 'One Stop Shop').</p> <p>18. The University to accompany sexual harassment and sexual assault strategies and interventions to reduce vulnerability with messaging that:</p> <ul style="list-style-type: none"> Targets potential perpetrators first and foremost; Emphasise that victims are never responsible for sexual assault. <p>20. The University to communicate to students de-identified case studies of sexual harassment and sexual assault brought to the attention of the University and the ensuing penalties for the perpetrators.</p> <p>21. The University to work with stakeholders to develop strategic partnerships and alliances with sexual harassment and sexual assault prevention and response specialists, organisations, service providers, community leaders, community members, and gender equity specialists to strengthen the University of Adelaide's structures and systems aimed at preventing and responding to incidents of sexual harassment and sexual assault.</p> <p>24. The University to extend <i>Consent Matters</i> training to staff across the University and for it to be a mandated condition of employment.</p>	<p>01. Universities Australia will develop a respectful relationships education program tailored for students in Australia's universities.</p>	<p>6. Review all communications materials</p>	<p>This process is already underway with the <i>Safer Campus Community</i> initiative. This 'One Stop Shop' resource would include information about:</p> <ul style="list-style-type: none"> What constitutes sexual harassment and sexual assault; The context in which sexual violence occurs and reasons why; Who are the likely victims and who are the likely perpetrators of sexual violence; Myths and misconceptions about sexual harassment and sexual assault; Services available for complainants or victim-survivors; Formal and informal reporting mechanisms (internal and external to the University); Consequences of reporting an incident of sexual violence for the complainant, victim-survivor or perpetrator; What to do and how to support someone who has disclosed an incident of sexual harassment or sexual assault; What can be done to prevent sexual harassment and sexual assault; University policies and procedures in relation to how an incident of sexual harassment and sexual assault will be managed and including the range of possible outcomes for an alleged perpetrator; The extent to which reported incidents of sexual violence 	

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	<p>31. The University to investigate making <i>Consent Matters</i> compulsory for students, while balancing the consideration to the minimisation of harm to victim-survivors of sexual harassment and sexual assault who may find the content confronting.</p>			<p>have been prosecuted at the University of Adelaide and including</p> <ul style="list-style-type: none"> The nature of those incidents and the outcomes for the perpetrator. <p>The University is working closely with Yarrow Place to provide support to the University Community.</p> <p>Consent Matters training is available on MyUni to all staff and students and has been actively promoted at events and via all student/all staff communications and staff news. The University seek further feedback on way to make this module mandatory for students.</p>	
<p>Recommendation 3 In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should:</p> <ul style="list-style-type: none"> 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. <p>Universities should evaluate the activities undertaken to increase awareness of support services and reporting processes to ensure that these measures have been</p>	<p>7. The University to develop and distribute a policy that sets out expectations of staff with respect to intimate relationships with students.</p> <p>13. For a comprehensive and visible approach to student support the International Student Support to be more usefully collocated alongside other student support services.</p> <p>17. The University to provide international students with clear, accessible (e.g. in a language international students can understand) and culturally sensitive (i.e. information about sexual harassment and sexual assault and including where to seek support, with an emphasis on:</p> <ul style="list-style-type: none"> Information about support and reporting mechanisms; Disclosing or reporting an incident of sexual violence does not mean the victim-survivor has done anything wrong; and Reporting will not affect their immigration status in Australia or their position in their academic program. <p>19. The University to provide information about sexual harassment and sexual assault to students during Orientation week and reinforce with ongoing information provision throughout the academic year.</p> <p>38. The University to investigate the feasibility of establishing a network of Fair Treatment Contact Officers for students who could explain formal and informal reporting options, maintain confidentiality (within legal limits), and be available to clarify any matters for students during the complaint process</p>	N/A	<p>2. Information provision for survivors and their supporters</p> <p>12. Pre-arrival information</p>	<p>As per above re: Safer Campus Community.</p> <p>Codes of Conduct for University employees and Student Charters emphasise the display of inclusive, respectful, fair, and courteous behaviours.</p>	

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effective in increasing awareness among staff and students.					
<p>Recommendation 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.</p> <p>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.</p> <p>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:</p> <ul style="list-style-type: none"> ensure 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. 	<p>6. The University to review its policies with the intent to be precise about the criminal nature of sexual assault and to outline the consequences of such behaviours with respect to employment, study or the law.</p> <p>8. The University to include as part of their structures and processes for Recorded Reporting the capacity for a complainant to advise what they would like to have happen as an outcome of submitting their Recorded Report.</p> <p>27. The University to systematically review systems and structures to ensure they are up to date with legislation and lessons learned from implementation.</p> <p>30. The University to undertake a more in-depth examination of structures and systems that prevent and respond to sexual harassment and sexual assault for the especially vulnerable group of young people under the age of 18.</p> <p>40. The University to investigate the inclusion of victim impact statements as an option for complainants in matters where evidence is heard and where determinations and penalties in connection with an incident of sexual harassment or sexual assault are made. A victim impact statement can be read either with or in the absence of the perpetrator.</p>	<p>04. Sexual assault and sexual harassment education and awareness training for University Leadership and staff</p> <p>08. An interim national student support line in the months following survey release (not actionable by individual Universities)</p>	<p>4. Commence review of policy, processes, protocols</p> <p>8. Implement a standalone sexual assault and sexual harassment policy</p>	<p>With respect to the AHRC recommendation, the University commissioned the EOC to undertake an audit of the Structures and Systems that Prevent and Respond to Incidents of Sexual Harassment and Assault at the University of Adelaide.</p> <p>The University of Adelaide counselling service employs staff that are specifically trained in responding to sexual trauma, and supporting students through disclosure and reporting (should the student want to make a formal report).</p>	

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<p>Recommendation 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.</p> <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>23. All staff working in International Student Support to receive comprehensive training in how to respond to a disclosure of sexual harassment or sexual assault.</p> <p>25. The University to support the training of all University Security Officers (permanent or contracted) in how to respond to a disclosure of sexual assault, and that this training is a mandatory requirement for the role.</p> <p>26. In order to preside over matters of sexual harassment or sexual assault, it is important that representatives of the Early Intervention Group, Student Grievance Resolution Process, Student Conduct and Behaviour Committee, and Student Misconduct Tribunal receive training in sexual harassment and sexual assault.</p> <p>29. The University to investigate the feasibility and benefits of increasing its human resources capacity in International Student Support in order to adequately respond to incidents of sexual harassment and sexual assault.</p> <p>32. The University to investigate Yarrow Place <i>Recognise and Respond</i> providing training to all University staff including academic, student services, security services (permanent and contracted) and students in leadership positions.</p> <p>33. The University to investigate the roll out of bystander awareness training for all those who form part of the University community</p> <p>34. The University to investigate a service option to be provided by the University's student services to support "friends supporting a friend" who has disclosed an incident of sexual harassment or sexual assault.</p>	<p>04. Sexual assault and sexual harassment education and awareness training for University Leadership and staff</p> <p>05. Extending first responder training to more frontline University staff</p> <p>06.UA to provide specialised professional development for University counsellors</p>	<p>1. Ensure adequate resourcing of support staff in anticipation of the survey result release</p> <p>13. Institute first responder training</p>	<p>Senior staff and a number of key Student Life personnel have attended Yarrow Place <i>Recognise and Respond</i> Training.</p> <p>Executive Deans and key student support staff have been given documentation outlining the supports and processes for student disclosure and reporting.</p> <p>The University has recently employed a specialised staff member (previously employed by Yarrow Place) who will be available to conduct training for staff and students.</p>	
<p>Recommendation 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:</p> <ul style="list-style-type: none"> • 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 	<p>11. The University to collect and collate, in one central database, de-identified reported and anecdotal information concerning incidents of sexual harassment and sexual assault as experienced by students at the University.</p> <p>41. The University to investigate implementing an anonymous reporting mechanism for the whole of the University community and where staff and students can anonymously report what they have seen, heard or experienced in relation to incidents of sexual harassment or sexual assault.</p>	<p>07. UA to develop best practice guidelines for Universities</p>	<p>5. Institute reporting at governance bodies</p> <p>10. Reporting and investigative structures</p>	<p>Currently information is collected and stored confidentially by Student Affairs, Counselling and Security. The University is working to implement a system whereby this data can be shared at a high level to monitor issues and trends.</p> <p>Reporting to the Vice-Chancellor will occur quarterly.</p>	

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<ul style="list-style-type: none"> 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. <p>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.</p> <p>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.</p>					
<p>Recommendation 7 Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:</p> <ul style="list-style-type: none"> 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. <p>As part of this audit, universities should collect data on:</p> <ul style="list-style-type: none"> 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. <p>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 sexual harassment.</p> <p>If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable.</p>	<p>39. The University of Adelaide to undertake a review of its Student Support Services to ascertain whether they are adequately staffed to support students who disclose sexual harassment and sexual assault.</p>	<p>06. UA to provide Specialised professional development for University counsellors</p>	<p>9. Resourcing: ensure specialised staff to support students</p>		
<p>Recommendation 8 Universities should engage an independent body to conduct the <i>National university student survey of sexual assault and sexual harassment</i> at three-yearly intervals to track progress in reducing the prevalence of these incidents at a sector-wide level.</p>		<p>09. UA will undertake a follow-up national survey in three years to measure the effectiveness of initiatives undertaken by the university sector and to guide further actions</p>	<p>19. Commitment to a future survey</p>		
<p>Recommendation 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</p>	<p>36. The University to undertake a review of all student residential accommodation facilities (University and privately owned and managed) to examine ways they can work collectively to address sexual violence.</p> <p>37. The scope of this audit did not allow for an in-depth examination between alcohol consumption and any</p>	<p>10. UA will make resources available to colleges and residential halls to assist them to prevent and address sexual assault and sexual harassment.</p>	<p>15. Stronger systems to support students in residential environments</p>	<p>The University acknowledge that the EOC report did not include Roseworthy and Waite Campuses and will be seeking a further audit in 2018.</p>	

AHRC Recommendation (9)	EOC Recommendation (42)	UA Recommendation (10)	CAPA Recommendation (19)	Comments	Priority
<p>review of the factors which contribute to sexual assault and sexual harassment in their settings.</p> <p>This review should consider:</p> <ul style="list-style-type: none"> • 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. 	<p>possible or probable links to incidents of sexual harassment and sexual assault. It is however possible that this link will become apparent once the Australian Human Rights Commission survey results are released. Should this be the case the University is to further examine the relationship between alcohol consumption and sexual violence.</p>			<p>The University is committed to working closely with Colleges to ensure that prevention, response, training and reporting is aligned.</p>	
<p>N/A</p> <p>Themes: Wider community, culture, gender equity, LGBTIQ</p>	<ol style="list-style-type: none"> 1. The University to actively encourage men who form part of the University community to step up, role model and challenge cultural norms that reinforce male privilege encourage violence and allow them to behave in ways that denigrate women. 2. The University to seek to create a community where the dominant binary gender and hetero-normative culture is seen as only one expression of sexual preference and gender identity. 3. The University to actively support that is it not up to women to protect against sexual harassment and sexual assault by changing their behaviour but rather on the behaviour of potential perpetrators to act in ways that respect and value women. 4. The University to shape gender positive norms and influence a cohort of future leaders to view gender equality as imperative by focusing its attention on the attraction and retention of men and women in areas where they are underrepresented. 14. The University to actively support and encourage the University Security Service's target to increase the employment of female security officers. 15. The University to shape gender positive norms and influence a cohort of future leaders to view gender equality as imperative by encouraging and promoting the contribution and participation of women at all levels of University life (e.g. institutional leadership, student leadership, workforce participation, degree courses, clubs, and societies). 		<ol style="list-style-type: none"> 11. Community standards document 16. Establishing community campaigns for primary prevention 	<p>The University has a number of measures in place to promote gender equity including The Dornwell Framework, Male Champions of Change, the Gender Equity and Diversity Committee etc. Further information available: http://www.adelaide.edu.au/hr/development/genderequity/</p> <p>The University of Adelaide Ally Network is a visible network of staff and students across the University who support the University's commitment to providing an inclusive and respectful university environment for people who identify as being lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ*). More information: https://www.adelaide.edu.au/hr/development/genderequity/ally/</p>	

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	<p>16. The University to reinforce that safety is a collective issue, and to communicate its work in progress concerning the prevention and response to sexual harassment and sexual assault including any evaluation outcomes to the whole of the University community.</p> <p>22. The University to make all University student support services LGBTIQ-inclusive by providing LGBTIQ training and awareness opportunities for staff and students.</p> <p>28. The University to make all University student support services LGBTIQ-inclusive by undertaking a review of services and practice models to ensure LGBTIQ-affirming services.</p>				
<p>N/A</p> <p>Themes: HDR Students</p>		<p>03. New principles for postgraduate students and staff interaction; Universities Australia, the National Tertiary Education Union and the Council of Australian Postgraduate Associations will develop principles to guide interaction between supervisors and postgraduate students.</p>	<p>14. Higher Degree by Research (HDR) students</p>		