SAFER CAMPUS COMMUNITY REPORT

A summary of progress against the Respect. Now. Always. Taskforce Action Plan
December 2018

Background

In February 2016, Australia's universities launched a ground-breaking initiative to prevent and address sexual assault and harassment across the sector. It builds on work done by individual universities in Australia over many years to develop policies, reporting procedures and support services. As part of this initiative, Universities Australia asked the Australian Human Rights Commission (AHRC) to investigate the nature and scale of university student experiences of sexual assault and sexual harassment through Australia's first-ever national survey.

In anticipation of the report and recommendations, the University of Adelaide engaged the Equal Opportunity Commission to undertake an independent audit; *An Audit of Structures and Systems that Prevent and Respond to Incidents of Sexual Harassment and Assault*. The findings and recommendations were presented to University senior management at the end of July 2017.

On 1 August 2017 the AHRC published the *Change the Course* report which was closely followed by recommendations from Universities Australia (UA) and the Council of Australian Postgraduate Associations (CAPA). On the same day the University publically committed to adopting all of the nine recommendations provided by the AHRC report.

In response to various reports and recommendations, Professor Pascale Quester established the Respect. Now. Always. Taskforce to review the recommendations and develop a single university-wide implementation plan. At the closing Respect. Now. Always. Taskforce meeting, convened on 15 December 2017, the members agreed on a final list of 65 actions.

Progress

In mid-2018 a dedicated Project Officer was engaged to lead the activities outlined in the Action Plan, with the aim of achieving full completion by the end of the year. In addition to various business units across the University supporting this, two working groups were established to focus on training and International students. Appendix A provides an overview of the work that has been conducted during the implementation of the Action Plan. To date 64 of the 65 actions have been addressed, representing 98.5% completion. The final action will be completed next year as it calls for an independent review to be conducted at the end of 2019.

Next Steps

Beyond the Respect. Now. Always. Taskforce and Action Plan, the University continues to promote a Safer Campus Community through both business as usual and targeted campaigns and projects. As an example, the University is currently developing a standalone Sexual Assault and Sexual Harassment Policy, as recommended by Universities *Australia's Guidelines for University Responses to Sexual Assault and Sexual Harassment*. Furthermore, the University will launch an out-of-hours Crisis Line in January 2019, giving students access to support 24/7.

Areas of focus for 2019-2020 will include;

- Policy, procedures and student safety in relation to work placements and internships
- Wide distribution of bystander, personal safety and International student promotional messaging and materials
- Implementation of the Sexual Assault and Sexual Harassment Information Network (SASHIN)
- Increased visibility of student safety messaging and materials during O'Week and community events on campus
- Greater uptake of relevant training modules by SRC and AUU board members, AUU Clubs and Societies committee members (including investigation of mandatory completion) and the wider student body.

Thank You

We would like to acknowledge contributions from the following people, along with everybody that assisted with this project in 2017/2018:

Appendix A: Respect. Now. Always (R.N.A.) Taskforce Action Plan and Outputs

#	Action	Output
1	RNA to be a standing item at Vice Chancellors Executive (VCE)	A report is provided at Vice Chancellors Executive, Council and Audit, Compliance and Risk Committee.
2	RNA to be a standing item in each faculty's Faculty Board Meeting (these include student reps), REDC and ULC.	A memorandum was sent to relevant committees on 6 December 2017. Updates on R.N.A. progress are provided via the **Staff Only** section of the Safer Campus Community website and by email.
3	An annual survey to be established/questions added to existing survey regarding not just the incidence of sexual harassment and sexual assault, but also student perceptions.	Survey questions were added to the Student Life annual wellbeing survey in 2018. The questions explored student perceptions with over 1200 students completing the survey. The majority of students had a clear understanding of what constitutes sexual assault and sexual harassment and would report an incident if it happened to them. It did not gather information about incidence of sexual harassment and sexual assault as this information will be collected every three years via a National survey. The format and effectiveness of this will be reviewed in 2019.
4	Inclusion of front-line sexual assault services staff; invite Ms Sharon Lockwood to join the RNA taskforce.	The university's specialist sexual violence counsellor joined the R.N.A. taskforce and was also consulted throughout the execution of the action plan.
5	Communications regarding RNA to be distributed across the following mediums; Website, all student emails, hub (digital) screens, posters, AUU and SRC Facebook pages, unified 'News'. All communications to direct back to the Safer Campus Community website.	Throughout 2018 a range of methods were used to communicate R.N.A progress and Safer Campus Community messaging to students. These included website, 'all student' emails, student news, digital screens, posters and postcards. There were also pop-up stands and face-to-face communication. Campaigns will continue in 2019 and beyond with a particular focus on promoting Bystander awareness, a new After Hours Crisis Support Line and information targeting International students.
6	Reminder update to be sent for Student Forum today, to Voluntary All Student email list.	Completed. Two student forums about the Change the Course report were held, which included options to join online. These were promoted via 'all student' emails.
7	Include RNA/campus culture/Student Charter standard setting in the VC's Welcome Orientation Talk	The Welcome Talk in Orientation Week included a presentation on R.N.A./Safer Campus Community and the '**Tea Consent**' video. Information is also included in the Student Guide which is distributed to commencing students. This will continue in 2019.
8	Include RNA/campus culture/Student Charter standard setting in Enrolment Checklist and Re-Enrolment Checklist – allowing students to agreement their understanding/adherence.	The following statement was added to the Enrolment Checklist: "I understand that the University has a commitment to creating a Safer Campus Community and that safety on campus is everyone's responsibility. I agree to contribute to an inclusive, respectful and fair environment for all University community members whilst engaging in University-related activities." The checklist is mandatory part of enrolment for all university students.
9	Include RNA/campus culture/Student Charter standard setting content in the MyUni module for Global IQ – Connect.	Personal safety messaging was included on the website for **Global IQ – Connect** to inform student participants and volunteers of their rights and responsibilities. International students are provided with R.N.A. information during orientation and the International Student Working Group also examined information provision to International Students. The results of this work can be seen in actions 53-55.
10	Further investigate ways to ensure that HDR students are able to access and agree to the same information as part of their inductions and ongoing support. Consider cohort activities to better connect students and improve their awareness of services.	R.N.A. messaging is included in the Adelaide Graduate Centre Newsletter, in the Research Student Handbook and during the compulsory online induction.

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11	Student Life to offer regular Recognise and Respond training for staff, students, clubs etc.	Student Life contracted Yarrow Place to run a series of face-to-face to *First Responder* training sessions for staff and students in 2018. From 2019 individuals and groups can contact Yarrow Place directly for face to face training.
12	Add mandatory training for PhD Supervisors as part of joining the Supervisor Register.	Completion of the new HR online training program *Responding to Disclosures of Sexual Violence* will be made mandatory for PhD Supervisors in 2019.
13	Review induction processes to ensure that all staff (inc. casual) include appropriate content around respectful relationships, power imbalance, responding to disclosures etc.	A new HR online course *Responding to Disclosures of Sexual Violence* will be made available to all staff by the end of 2018. New staff will be required to complete modules 1 and 2 of this course as part of their induction program. Modules 3 and 4 will be compulsory for selected cohorts of staff and voluntary for others.
14	Review of information that is available online that describes the reporting process. In conjunction with Student Life, Legal & Risk and student input, update this to be clearer.	Student focus groups reviewed the Safer Campus Community website and existing reporting information. Based on student feedback improvements to the website were implemented, including the development of a [flowchart](#) and [frequently asked questions](#) aimed at dispelling myths and communicating the reporting process clearly.
15	Recognise and Respond training to be extended to student leaders (current, and new) as part of taking on a club/sport leadership role.	AUU board, SRC members and AUU club and society student leaders were offered the opportunity to undertake face-to-face *First Responder* training run by Yarrow Place. From 2019 this can be arranged by those groups directly with Yarrow Place.
16	Tailored training/resources to be made available on running safe/inclusive events etc.	Benchmarking was undertaken to explore current practices for clubs running safe events. The AUU staff and AU Sports Development Officer were consulted during the development of R.N.A. focused checklist for safe events. This document has been incorporated in AUU and AU Sports existing procedures.
17	Circulate full EOC report to RNAT, pending check of content (for confidentiality).	The full Equal Opportunity Report *An Audit of Structures and Systems that Prevent and Respond to Incidents of Sexual Harassment and Sexual Assault* was circulated to Taskforce members, not for further distribution.
18	An independent review (i.e. similar to EOC) to be conducted again at the end of 2019	This will be conducted in 2019, and is the only action item not yet completed.
19	Recognise and Respond training to be made available to: • SRC • AUU Board • Club leaders • AU Sports • Selected Wirltu Yarlu staff/students • Heads of School • Adelaide Graduate Centre front line staff • Faculty frontline staff & student advisors	Six face-to-face First Responder Training sessions were run by Yarrow Place on behalf of Student Life in 2018. Three sessions were attended by SRC, AUU Board, clubs and society student leaders. Three sessions included staff from the following areas - AU Sports, Wirltu Yarlu, Postgraduate Coordinators, Accommodation Services, Professional and Continuing Education, International Student Support, Faculty student-facing staff (including staff from Roseworthy and Waite campuses). These complimented the training offered in 2017 to similar cohorts of staff. Heads of School will be required to complete the HR online course *Responding to Disclosures of Sexual Violence* from 2019. In 2019 all staff will have access to the HR online course *Responding to Disclosures of Sexual Violence.* The first two modules will be compulsory for all staff and modules 3 and 4 will be compulsory for selected staff as identified by the Staff and Student Training Working Group and HR.
20	Identify student leader roles across the University and identify times (/processes) that capture these students for training (i.e. induction, re-registration of club, election etc.).	*First Responder* training sessions were run for student leaders after the election period and before SWOT VAC and the exam period. All students are advised to complete the Consent Matters online training module. AUU representatives were part of the Staff and Student Training Working Group.

21	Review Recognise and Respond Training and update to include specific UoA content, including reporting and responsibilities.	The University's sexual violence counsellor worked with Yarrow Place to include information specific to the University's context in *First Responder* training and in the new HR online course *Responding to Disclosures of Sexual Violence.*
22	Develop tailored Recognise and Respond Training for; • Clubs & Sports • Residential College staff and students	First Responder Training was run specifically for club and society student leaders which allowed for the tailoring of information and discussion for their context. The Staff and Student Working Group have recommended that all clubs and society student leaders undertake RNA training as part of their role. Due to the number of AU Sports Clubs, their voluntary nature and the fact that clubs members may include students, staff, alumni and the general public it was not feasible to run training for this group. In conjunction with AU Sports and Counselling Support a resource has been developed to assist clubs in dealing with people in a crisis. In 2019 a Sports Clubs conference will be held in conjunction with UniSA and Flinders. AU Sport is currently exploring options for including an RNA session as part of the conference.
23	The University 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.	A new database has been created to more efficiently collect and store reports of sexual assault and sexual harassment. It is secure and confidential.
24	Follow up UA in regards to the timelines expected around the resources they have committed to.	At present Universities Australia have not made any resources available.
25	Request PWC internal auditor to increase the scope of the current audit to look at the items listed under AHRC recommendation 7.	PWC were contacted regarding the expansion of their audit to include an audit of the capacity and service provision of Counselling Support, however this was not deemed suitable. The Associate Director Student Life and Manager Counselling Support conducted a review of the Counselling Support for S2, 2017 and S1, 2018 periods. Reviews and monitoring of access to Counselling Support occur throughout the year.
26	DVC&VP(A) to meet with all UoA associated Residential Colleges and report back to the Taskforce regarding their plans for independent audits/reviews.	Completed.
27	Further consideration to be given to engagement with non-University and non-College accommodation providers (i.e. urbanest).	The University created a [Charter of Student Fairness and Wellbeing](#) with non-University and non-College accommodation providers which demonstrates a joint commitment to providing a safe and supportive environment for students and to ensuring their fair treatment and wellbeing at all times.
28	DVC&VP(A) to have 6-monthly meetings with all accommodation provider stakeholders (Residential Colleges, private providers etc) to discuss policy, reporting, trends etc. This meeting should include student reps. i.e. Residential Advisors.	Regular meetings with College Heads occurred in 2018 with a further six-eight meetings scheduled for 2019. Representatives from each College are invited to attend.
29	Future audits identified throughout these actions and those conducted by colleges to include not only policy or occurrences, but the factors/drivers etc. that contribute to sexual harassment and sexual assault (i.e. alcohol, culture etc.).	Completed.

30	Tamsin Anspach - Student Representative to raise recommendations made by the EOC regarding culture, gender equity and LGBTIQ+ issues with GED for further consideration.	Completed.
31	Further investigate the ease of finding reporting mechanisms on the University website.	A series of student focus groups were run to determine how the university could better facilitate the ease of finding reporting mechanisms. These groups included a broad cross section of the University's student population. The outcome of this consultation included a new reporting flowchart demonstrating the reporting process and a set of frequently asked questions.
32	Provide further information on how discrimination can be reported.	Completed. Discrimination can be reported via the reporting options outlined on the Safer Campus Community website.
33	Contact The Office of Research Ethics, Compliance and Integrity (ORECI) regarding gender inclusivity in research and surveys.	Inclusive Language Guidelines were developed after consultation with the Office of Research Ethics, Compliance and Integrity (ORECI). Groups consulted during this process were the Gender Equity and Diversity committee, Wirltu Yarlu, ALLY network and Disability Services. The Guidelines were communicated via Staff and Student News, through Faculty Board meetings and are situated on the Safer Campus Community and HR website.
34	Look at further promotion of ALLY network, including increasing student members, increasing awareness and considering ALLY clubs (i.e. an existing club could become an ALLY rather than only individual membership).	ALLY network information including training information is included on the Safer Campus Community website. Advertising and registration for ALLY training sessions has been increased throughout 2018.
35	Further information to be sought re: policy on students using alternative names and change of gender/name and how this is processed through University systems in a timely manner.	Research into this area found that changing a student's preferred name will change their email address and the name that appears on MyUni. Their legal name will be stored in University systems and will be used for legal and reporting purposes. The process to allow students to change their preferred name was changed as per action 39.
36	Further information to be sought re: policy on All Gender toilets and other accessible/inclusive facilities from Infrastructure	An audit of All Gender toilets on the North Terrace campus, Waite Campus and Roseworthy Campus was conducted. Infrastructure was provided with the results and have updated relevant signage.
37	HR to further consider how the University security contractor can be encouraged to employ more female security officers.	As at November 2017 females represented 26% of security personnel. The University actively encourages their security service provider to employ female personnel.
38	Report an Incident information to be reviewed, and specific information for HDR students to be included.	Information specific to HDR students has been included on the Safer Campus Community website and updated on the Student Affairs website, alongside the information in the compulsory HDR online induction program and in the Research Student Handbook.
39	Look at broadening the policy around preferred names. If this is not successful, look more closely at what is required for official reporting and seek to update this (/lobby appropriate parties).	The name-change procedure was amended to allow students to change their preferred first name to one that reflects and expresses their gender, culture and social identity. This change took place August 2018 and was communicated via staff and student news.
40	Look at adding All Gender toilets to the official Campus Map.	The campus maps were updated with this information from 2018.

41	Online presence updated; as suggested by Marketing and Communications; • Link in Global Footer • Link under 'About' on the Mega Menu • Promo Pod to remain on the homepage • Increase prominence on the 'Current Students' page with an image and short description • Use an announcement in Unified, which will then appear in the dashboard	Safer Campus Community is promoted in the following areas: • Global footer • Under 'About' on the Mega Menu • The promo pod, for a limited time • On a large picture title under 'Current Students' • On the new University of Adelaide App
42	Following an update of the Safer Campus Community page (perhaps early 2018), have an announcement refresh ensuring that students know what kind of content is on the Safer Campus Community page.	Regular announcements have gone out to students regarding R.N.A. improvements, including website improvements via Student News and 'all student' emails.
43	Safer Campus Community materials to be included in some or all of the following; Orientation activities, Faculty information sessions, first lecture, link/promo at end of online recordings (also consider online resources for those not able to attend O'Week in person).	R.N.A. and Safer Campus Community messaging is included in Orientation through the Welcome Talks and in the Student Guide.
44	Safer Campus Community desktop image to be displayed globally in lecture theatres and tute rooms.	The desktop image was displayed during Semester One on all student computers.
45	ALLY information to be transferred its current location on the HR website, to the Safer Campus Community page.	Completed. ALLY information can be accessed here.
46	Recommend to AUU or the Clubs Committee that Recognise and Respond training is compulsory for all students in a Club leadership role.	This was discussed with the AUU and student leaders were able to attend *First Responder* training. Currently this training is not compulsory, however the Staff and Student Working Group has recommended that training is made compulsory by 2020.
47	Provide guiding/support documentation to clubs such as a tailored Risk Assessment Matrix, risk management suggestions (responsible persons, deterrents) and good practice guidelines that include sexual harassment and sexual assault as a risk and outline the link with alcohol. Such documents can include suggestion such as; promoting Safer Campus Community on social media/invites/shirts, using 'The Green Team' or 'The Red Frogs' type services and endorsing responsible persons on event promotions.	R.N.A./Safer Campus Community messaging has been included in AU Sports and AUU Clubs and Societies documents. A check list for running safe events has been developed and incorporated into relevant AU Sports and AUU documentation. Both areas have comprehensive risk management procedures based on the University of Adelaide and UniSport Australia procedures. The Faculty of ECMS took a proactive approach to the Adelaide University Engineering Society pub crawl working with the committee to implement a range of harm minimisation strategies and RNA messaging. This collaborative relationship is now business as usual for the planning and implementation of this event.
48	Further benchmarking to take place regarding other University student clubs.	Benchmarking was conducted with universities interstate. This information informed the work that was undertaken with AU Sports and AUU Clubs and Societies.
49	Seek further information from departments and associations that are already looking at the issue of Work Placements and Internships	The R.N.A. Project Officer joined the Career Readiness Communities of Practice to further explore how areas of the university handle issues of sexual assault and sexual harassment in work placement situations.

50	Further investigate how the University can best communicate its expectations to providers of student work placements and internships both at the organisational level and the coordinator/supervisor level, noting that this could be best achieved as a joint approach from the three major SA unis.	This was explored through the Career Readiness Community of Practice. Currently there is no consistency across the university when it comes to the provision of internships and work placements. Faculties and schools use different systems and processes for managing these opportunities, some doing it very well while others do very little. This is an area that requires further investigation to find appropriate solutions and has been identified as a gap for further action in 2019.
51	Further investigate how best to support students during their work placement / internship including advising them of the reporting mechanisms through the placement provider and also the university, ensuring that they understate that they will be supported in meeting the requirements of their program (i.e. to find another placement etc.)	R.N.A/Safer Campus Community messaging is included in the new internship induction videos and handbook that have been created by the Career Readiness Communities of Practice. These will be available to coordinators of internships and work placements across the University. RNA messaging and relevant articles on sexual harassment in the workplace have been added to Career Hub.
52	Include Placement Coordinators and Postgraduate Coordinators in Recognise and Respond training.	First Responding Training was available for Placement Coordinators and further training in this area will be made available through the HR online course *Responding to Disclosures of Sexual Violence* at the end of 2018. A First Responder Training session was tailored for Postgraduate Coordinators.
53	Posters and communications should be reproduced in a number of key languages (noting cultural sensitivities and language differences); consider using the Confucius Institute to assist with this as well as training modules, acceptable behaviour information, reporting forms etc. Chinese/Mandarin would be the first additional language.	The International Student Working Group requested a student focus groups be run to explore issues relating to provision of R.N.A. messaging with International Students. The results of the focus groups showed that while translating materials into languages was helpful, it was also problematic. It is not possible to translate documents into all languages and online translating options are not always accurate. Students who speak languages that do not get translated may feel alienated, while students who speak languages that do get translated may feel like they are targeted as offenders or more at risk. Focus groups consistently raised the issue that students were unsure of what appropriate behaviour is and what should be reported. Instead of translating material a new information campaign was developed by Marketing in conjunction with students and the Working Group, to clarify the difference between sexual harassment and sexual assault, and how to report. These posters will be displayed in 2019.
54	Consider the University's responders and the availability of gender diverse or culturally/linguistically diverse staff that students may have a preference to speak with.	Student Conduct Advisors are based in Student Affairs. There is male and female representation and translators are available if students require them.
55	Further investigate ways of identifying students living out of home and providing additional resources regarding appropriate behaviour, expectations, ways of reporting and seeking University support (regardless of being located off campus). Include information on illegal/forced work for International Students.	Accommodation Services were involved in the International Student Working Group. This group commissioned focus groups exploring these issues and consequently a new informational campaign aimed at educating International Students on sexual assault, sexual harassment and reporting issues was developed. The Working Group decided that providing information on illegal/forced work was outside of the scope of R.N.A..
56	Identify further ways of engaging with commercial accommodation providers that are less organised around culture and community.	A Charter was signed by key private providers in 2018.
57	Consider approaching Study Adelaide to discuss another approach to the transport industry.	External Relations raised the issue of safety on public transport with the State Government, however this did not progress further. This issue has been mentioned to the Attorney General of South Australia in late 2018 as the University are still interested in influencing change in this area.

58	Ensure that appropriate behaviour messaging clearly includes day-to-day behaviour including on public transport/in accommodation etc. not just what is expected on campus. This messaging will also need to set realistic expectations around what the University can do/influence.	Accommodation services include R.N.A./Safer Campus Community messaging in their information to students and they also promote training such as Consent Matters to their students. This has also been addressed more broadly by personal safety and bystander messaging.
59	Review symbols/icons used to represent 'All Gender' on facilities and maps.	The University currently uses appropriate All Gender signage. An audit of All Gender toilets on the North Terrace campus, Waite Campus and Roseworthy Campus was conducted. Infrastructure was provided with the results and has updated relevant signage.
60	Request a copy of what information/correspondence is currently provided to work placement hosts and review this for where further information about student safety and expectations can be included.	A summary of support that is provided to students during placement and internships was undertaken by the Manager of Student Employability. R.N.A./Safer Campus Community messaging has been included in the new internship induction videos and handbook that have been created by the Career Readiness Communities of Practice. These will be available to coordinators of internships and work placements across the university. As mentioned in Action #50, this is an area that requires further investigation to find appropriate solutions and has been identified as requiring further work.
61	Seek further information from the Behaviour and Conduct Committee (and relevant others) regarding the complaint/reporting process, specifically around communication and progress updates and a clearly articulated rights statement for both victim & accused.	Improvements to the reporting process and how that is communicated were implemented based on feedback from students and internal stakeholders. Legal and Risk developed a Statement of Rights for both the victim and the accused.
62	Seek further information regarding access to counselling for victim & accused and the management of this.	Counselling Support is available to all parties involved in incidents if they are staff or students. Additionally, external support options are promoted in Safer Campus Community resources and on the Counselling Support websites.
63	Review flowchart that describes the disclosure/reporting process to ensure the following; • Add 3-4 guiding principles • It can be used by both victim & accused • Language is student friendly	Based on feedback from student focus groups and in conjunction with Legal and Risk, Student Affairs and Student Life a reporting Flowchart was created. The aim of this flowchart is to clearly demonstrate the range of reporting options and the process for reporting at the University.
64	Further investigate ways that students can access online training; ideally this should be completed prior to moving into College or prior to commencing University (i.e. before issue of student card) – however this may present access (log on) issues as the training is not publically available. Avoiding duplication/proof of completion should also be considered using a token or certificate.	Consent Matters training is online and available to all students and staff. In order to increase the number of students completing this training, a pilot testing auto-enrolment of new students was undertaken in semester two 2018. This pilot demonstrated a 50% increase in the number of active students in the course. Auto-enrolment of new students will continue in 2018.
65	Add RNA as a standing item to Student Affairs Committee Meeting	R.N.A./Safer Campus Community was a standing item on the Student Affairs Committee meetings held in 2018. This meeting will take on a new format in 2019, with Safer Campus Community to remain as a standing item.