



Australian
National
University



ANU SEXUAL VIOLENCE PREVENTION
STRATEGY 2019-2026

RESPECTFUL RELATIONSHIPS UNIT

SEXUAL VIOLENCE SUPPORT SERVICES

For immediate assistance

If you are concerned for your immediate safety or that of someone else, please contact the Emergency Services on 000 for assistance. This number can connect you to ambulance, fire and police services.

Free and confidential medical, crisis and counselling support

If you have experienced sexual violence and require immediate or ongoing assistance, you may contact one of the following services for free and confidential medical, crisis or counselling support services:

SUPPORT SERVICE	HOURS	CONTACT
Canberra Rape Crisis Centre (CRCC)	7am–11pm	6247 2525
	After hours	131 444
ANU Counselling (Students)	9am–4.45pm (Mon–Fri, closed 1–2pm)	6178 0455
Employee Assistance Program (Staff)	24 hours	1800 808 374
ANU Staff Advisors (Staff)	9am–5pm (Mon–Fri)	6125 3616
Forensic & Medical Sexual Assault Care (FAMSAC)	9am–5pm	5124 2185
	After hours	5124 0000
1800 RESPECT	24 hours	1800 737 732 www.1800respect.org.au
Service Assisting Male Survivors of Sexual Assault (SAMSSA)–part of CRCC	7am–11pm	6247 2525
	After hours	131 444
Counselling for Aboriginal and Torres Strait Islander Survivors (Nguru) – part of CRCC	7am–11pm	6247 2525
Qlife Counselling and Referral Service for people who are lesbian, gay, bisexual, trans, and/or intersex	3pm–midnight	1800 184 527
Domestic Violence Crisis Service	24 hours, 7 days	6280 0900

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ACKNOWLEDGEMENTS

The University has a proud history of ANU student and staff activism raising awareness of sexual assault and harassment on campus, lobbying for change and advocating for victim-survivors. The University would not be where it is today without their enduring passion, dedication and courage.

The University would like to thank all the students, staff and community members and, in particular, the victim-survivors who contributed to the development of this Strategy.

This Strategy was developed over a two-year period, in consultation with key advisory bodies, including the (former) Respectful Relationships Steering Group and its Chair, Ms Donelle Wheeler; the Respectful Relationships Working Group

and its former Chair, Professor Richard Baker, and the Respectful Relationships Student Working Group. The University thanks these committees for their contributions to the development of the Strategy.

The University would also like to acknowledge the expert guidance provided by other organisations including OurWatch (*Change the Story: A shared framework for the primary prevention of violence against women in Australia*¹ and *Counting the Change – A Guide to Prevention Monitoring*), as well as the Victorian Health Promotion Foundation (VicHealth) (*Free from Violence: Victoria's Strategy to Prevent Family Violence and all forms of Violence against Women*).

FOREWORD

On 1 August 2017, the Human Rights Commission released the largest student survey into sexual assault and sexual harassment on university campuses across Australia – *The Change the Course Report*.

The results from *our* university, *your* university, were distressing to read. For the first time, our community had to face the full extent of the sexual violence and sexual harassment occurring on our campus. The results showed the ugly truth about a toxic culture perpetrated by a few, but impacting many. The results showed that the overwhelming majority of survivors do not report the harassment or assault, that the overwhelming majority do not seek help. It showed that men are also survivors of sexual assault and harassment; and that sexuality and gender diverse students, Aboriginal and Torres Strait Islander students, and students with a disability suffer disproportionate levels of harassment and assault. I will not, and our community will not, stand by and continue to allow these behaviours to happen.

These issues are not easy to solve quickly but we are making progress to make a safer campus and a better future for our community. This is something we must do together. Every person in our community has the right and the expectation that they will be safe in their place of study, their place of work, or—as this campus is for many—their home.

As part of creating change, I commissioned a Review of the University's sexual assault and sexual harassment policies and procedures. This report, built on consultations with staff, students and alumni, provided 18 clear recommendations for our community to implement to see meaningful and lasting change. I have accepted them all.

With the implementation of our Respectful Relationships Unit at the start of this year, we are able to provide training, coordination, and best practice responses to sexual assault and sexual violence across our campus. In our residential halls, we have undertaken a review to better understand the culture and communities living in each one; with the student leaders and heads of hall working together to shape their long-term strategies as to how to engage with the report's recommendations.

Also within the recommendations, the community called for the implementation of a Sexual Violence Prevention Strategy. This strategy is the substance of the University's spoken commitment to make lasting change to our campus, to stamp out behaviours that have no place here, and to give a voice to those who have long felt alone and afraid of sharing their story. This strategy signals the University's commitment to creating lasting change; to educate and empower the community, to call out unacceptable behaviours that do not have a place on our campus, and to create a community that is open, inclusive and respectful to everyone.

As the national University, we have a responsibility to be driving conversations that will change the nation. Our mission is to create a community of thought leaders, experts in their chosen fields to build a better world for everyone. But we must also champion the creation of global citizens, who uphold values that make our society a better place for all.

To do this, we need to create an environment that fosters and promotes respect. An environment that allows everyone to feel safe and included, and to actively promote respectful behaviour in all relationships, with peers, colleagues, teachers, students and friends.

Under the guidance of the Respectful Relationships Unit, the University is already working to implement the first Sexual Violence Prevention Strategy. This framework targets the structures, norms and practices that drive and reinforce violence at a whole-of-university, community, and individual level. The Unit is not responsible for delivering this strategy alone or in isolation, we are all responsible for implementing changes and examining our own behaviours to create a safe and respectful environment.

Being part of our community means that students, staff and visitors take responsibility for their actions and behaviour.

To survivors and people affected by sexual assault and harassment, your voices and stories guide us to providing the right kinds of support, when you need it and where you need it. You are the catalyst of change.

We must, and we will, work together to help eliminate sexual harassment and sexual assault in our community.

Professor Brian P. Schmidt AC
Vice-Chancellor and President

EXECUTIVE SUMMARY

Background

On 1 August 2017, the Australian Human Rights Commission released *Change the Course – a National Report on Sexual Assault and Sexual Harassment at Australian Universities 2017*. The report and its recommendations were based on the results of a national survey of students.

The Vice-Chancellor of the Australian National University (ANU), Professor Brian Schmidt, accepted all nine recommendations including a recommendation to develop a plan for addressing the drivers of sexual assault and sexual harassment at ANU. Following the completion of several independent reviews recommended as part of *Change the Course*, it was acknowledged that to effectively prevent and respond to sexual violence across the University, a long-term, evidence-based and strategic approach was required. Further, it was acknowledged that to create an ANU free from violence, a holistic approach to cultural change was required, and this needed to include both academic and professional staff.

The ultimate vision of the Strategy is to create an ANU free from violence, where all who are part of the ANU Community:

- > experience equality and respect in all their relationships; personal or professional;
- > are empowered and respected where they live, learn, work and socialise; and
- > are supported in their relationships to reach their full potential.

Implementation

This Strategy will be implemented in three phases from mid-2019 to 2026 by the ANU Respectful Relationships Unit, which was established in January 2019 to lead the University's ongoing work in preventing and respond to sexual violence. A summary of each phase is included on pg. VII.

Each phase will be supported by a Rolling Action Plan, a separate document to the Strategy, which will be developed by the Respectful Relationships Unit in consultation with the ANU Community.

Actions and initiatives included in the first Rolling Action Plan as part of Phase One of the Strategy will focus on building a strong foundation for prevention in the University. This includes ongoing work which preceded the Respectful Relationships Unit such as:

- > Developing an online Sexual Misconduct Disclosure Form, which enables anonymous disclosures;
- > Creating a central University 'data' hub for disclosures and reports of sexual violence, including the development of a Sexual Misconduct Taxonomy to improve data quality;
- > Piloting a First Responders Network of staff across the University who volunteer to be trained to act as first responders in cases of sexual misconduct;

- > Scaling up the Respectful Relationships Student Ambassador Program, to leverage the power of peers to change social norms;
- > Developing an overarching Sexual Misconduct Policy which outlines the broad principles of the University's commitment to prevent and respond appropriately and effectively to incidents of sexual violence; and
- > Exploring the role of restorative approaches to preventing and responding to incidents of sexual violence in recognition of the other forms of healing, acknowledgement and validation sought by victim-survivors.

The Monitoring and Evaluation Framework for this Strategy measures progress towards six outcomes using a series of indicators that aim to assess change in the complex set of interdependent, intersecting, and entrenched factors that drive and reinforce sexual violence and violence against women.

The intended outcomes of this Strategy are:

- > All members of ANU Community are aware of the causes and forms of sexual violence; who is affected by violence; and the impact of violence on victim-survivors;
- > All members of ANU Community actively engage in prevention efforts, both as participants and facilitators;
- > ANU is safe and inclusive;
- > All members of the ANU Community live and practice confident and respectful relationships while at the University;
- > All members of ANU Community are aware of the disclosure and reporting processes and support services available; and
- > Victim-survivors feel comfortable to disclose and to report incidents to the University, and if they choose to do so, are satisfied with the University's response.

The Respectful Relationships Unit will hold itself and the University accountable to the implementation of this Strategy through several mechanisms. These will include:

- > Regular public reporting of de-identified outcomes of reported incidents of sexual violence;
- > Annual progress reports of the work of the Respectful Relationships Unit, including evaluation results of the process indicators used in this Strategy;
- > Annual progress reports of an independent assessor, an external expert appointed by the Vice Chancellor and empowered to examine, at regular intervals, the progress of the University in implementing this Strategy;
- > Formal mid-term review of this Strategy; and
- > Regular meetings of the Respectful Relationships Working Group (RRWG), a Working Group of the University's IDEA Committee. RRWG is a representative body of ANU staff and students that provides guidance and input into the work of the Unit.

ANU FREE FROM VIOLENCE 2019-2026 – AT A GLANCE

Vision

Our ultimate vision is to create an ANU free from violence, where all who are part of our community:

- > Experience equality and respect in all their relationships; personal or professional;
- > Are empowered and respected where they live, learn, work and socialise; and
- > Are supported in their relationships to reach their full potential.

What needs to be done

- > Focus on the drivers of violence
- > Act on the reinforcing factors
- > Work with the whole ANU Community
- > Connect and coordinate prevention efforts
- > Engage groups at high risk of perpetration or victimisation in prevention efforts
- > Strengthen the ANU response system to support victim-survivors and hold perpetrators to account

How we will do it

- > Build a strong and coordinated ANU prevention system
- > Scale up and build on what works
- > Innovate and inform
- > Research and evaluate
- > Engage, communicate and co-design with the community
- > Engage in an ongoing dialogue about ANU value and ethics

What we aim to achieve

- > Members of ANU Community are aware of the causes and forms of sexual violence, who is affected by violence, and the impact of violence on victim-survivors
- > Members of ANU Community actively engage in prevention efforts, both as participants and facilitators
- > ANU is safe and inclusive – the prevalence of violence is significantly reduced for all in ANU, equally, and people live free of fear
- > All members of ANU Community are aware of the disclosure and reporting processes and support services available
- > Victim-survivors feel comfortable to disclose and to report incidents to ANU and are satisfied with the ANU response if they choose to do so
- > All members of ANU Community live and practice confident and respectful relationships while at the University

Rolling action plans

A series of Rolling Action Plans that will detail the actions and initiatives to achieve our vision and will show how we are tracking against outcomes.



The first phase of this Strategy focuses on building the infrastructure for a much larger prevention platform in ANU. This phase includes establishing the Respectful Relationships Unit and recruiting a skilled prevention workforce and expanding evaluation and monitoring efforts. We will engage and educate our community on the role of restorative practices and the need to address gender inequality and discrimination.

We expect to see the building of evidence-based, innovative practice; greater saturation of prevention strategies and policies; and coordination of prevention and response efforts across ANU.

New leaders and champions of change will emerge to help mitigate anticipated backlash and resistance to change. As a result, we anticipate that individuals and communities in ANU will begin to (re) build trust with the University and to feel the effect of increased efforts to prevent violence against women, and therefore, potentially an increased perception of safety.

As more tangible signs of action and progress are visible, we anticipate that reporting of sexual violence may increase, as well as the levels of satisfaction with the University's response, due to a greater awareness by victim-survivors and a preparedness of the University to act.

The second phase of the Strategy will continue to build infrastructure and governance and develop a greater level of sophistication and saturation of prevention activities across ANU communities. This means tools and resources will be more easily available, and people will be more able to call out and challenge violent supportive attitudes, behaviours and drivers.

We will intensify efforts in our residences, sporting and faith communities, clubs and societies, academic colleges, research centres and beyond, especially in areas that have not already been engaged in prevention activities.

We will develop and use quantitative and qualitative data; involve the ANU Community in the design of solutions; and learn as we go. Prevention will become part of core business across the University.

We expect to see attitudes that support violence becoming unacceptable and addressed in various settings and forums where members of our community live, work, learn, and socialise.

We anticipate that women will begin to feel an increased level of safety, and that victim-survivors will gain greater confidence in support services and reporting systems. Reporting on current, as well as historic, episodes of violence is likely to continue to increase.

The third phase of the Strategy focuses on continuing to learn and innovate and maintain efforts in prevention. We expect to see noticeable gains in the third phase at individual, relationship, community and organisational levels. This includes greater representation of our community in prevention efforts, both as participants and facilitators.

We anticipate that, as efforts build over the previous two phases, the social norms, attitudes, behaviours and systems contributing to violence will begin to shift. This means that these behaviours will be more widely recognised and considered unacceptable, and will be more confidently challenged by peers, friends and colleagues, both in private and in public.

We expect that incidents of sexual violence and violence against women will start to decline. We will begin to reduce the load on crisis response services.

In the longer term, as we sustain and continue to evolve our efforts, we will move towards an ANU free from sexual violence, where all members of our community are equal, empowered and respected where they live, work, learn and socialise. We will monitor, evaluate and report outcomes as we go.

WHAT NEEDS TO BE DONE

Our approach

1. Focus on the drivers of violence

Sexual violence and violence against women is preventable, but only if direct action is taken to address the drivers of these forms of violence as outlined in Appendix A.

Change the Story (2015)² identifies five essential actions that must be taken in order to address the factors known to drive violence against women:

- > Challenge the condoning of violence against women;
- > Promote women's independence and decision-making in public life and in relationships;
- > Foster positive personal identities and challenge gender stereotypes and roles;
- > Strengthen positive, equal and respectful relations between and among women and men; and
- > Promote and normalise gender equality in public and private life.

Through this Strategy, we will bring these actions to life within the ANU Community.

We will consider the disproportionate prevalence of violence against those in our community who identify as Aboriginal and Torres Strait Islander people, LGBTIQ+ communities, people living with disabilities, culturally and linguistically diverse people including international students. We will also look to the broad power imbalances in institutional structures and systems that intersect with gender inequality and be attentive to how these impact groups such as Higher Degree Research students and Early Career Academics and prioritise strategies to prevent violence against these groups.

Acting on the drivers of violence – in all its forms – is at the heart of our prevention approach.

2. Act on the reinforcing factors

We know from *Change the Story* that there are several factors that can, in the context of gender inequality, contribute to, or exacerbate, violence against women.

Change the Story outlines five supporting actions to challenge these reinforcing factors:

- > Challenge the normalisation of violence as an expression of masculinity or male dominance;
- > Prevent exposure to violence and support those affected to reduce its consequences;
- > Address the intersections between social norms about alcohol and gender;
- > Reduce backlash by engaging men in gender equality, building relationship skills and social connections; and
- > Promote broader social equality and address structural discrimination and disadvantage.

As part of our overall strategy, we will apply these supporting actions across multiple settings in ANU to build a comprehensive approach to the prevention of violence against women.

3. Work with the whole ANU community

Everyone at ANU has a role to play in ending violence: not just victim-survivors, and not just those in positions of leadership or authority. Men and women, staff and students, in all parts of our community can play an active role in prevention, in both their personal and professional lives.

Prevention action is required across the University where people live, work, learn, and socialise – this includes everyday places such as University residences, research labs, lectures or tutorials, sporting venues and competitions, gyms, public events, and bars and cafés. Our 'everyday places' include the online environments where University community members work, learn, and socialise and the digital technologies that support these. Prevention will only be effective when the whole community is involved in changing attitudes and challenging the cultures that can lead to violence.

To do this, it is critical that people have the skills to be able to challenge discrimination and marginalisation wherever they see it – whether by calling out a friend or colleague for a discriminatory joke in person or via social media, or by fostering a diverse and inclusive culture in their office, team, club or society.

We will lead and co-design solutions with ANU Community members and provide them with the tools to contribute to a university where everyone is respected and empowered.

4. Connect and coordinate prevention efforts

To ensure we achieve the momentum and breadth needed, we will build and coordinate partnerships for prevention. We will partner with those within and external to the University, with those working on different forms of inequality and discrimination including racism and homophobia.

This Strategy will support efforts across the University to embed a violence-prevention approach within university programs, courses and policy areas. It will connect to initiatives that specifically seek to address inequalities or other factors that reinforce sexual violence, such as harmful use of alcohol and drugs.

5. Engage groups at high risk of perpetration or victimisation in prevention efforts

Some groups and communities within the ANU Community are disproportionately affected by violence and will benefit from more specific and intensive effort and greater resources. These include those who are affected by multiple forms of disadvantage and discrimination. We will lead and co-design solutions with them to reduce the prevalence of violence.

Further, in recognition of the fact that most violent acts – whether against men or women – are perpetrated by men, this Strategy aims to engage male-identifying members of our community directly in prevention efforts. This Strategy acknowledges the aim of engaging men requires careful thinking about how to appeal to men without reinforcing notions of gender inequality. We will lead and co-design solutions to increase the representation of men in our prevention efforts, both as participants and facilitators.

6. Strengthen the ANU response system to support victim-survivors and hold perpetrators to account

We aim for an ANU free from violence. Until this aim is achieved, we will work to build a response system that supports victim-survivors, recognises trauma, holds perpetrators to account, and is accessible, transparent and effective.

Supporting victim-survivors

Individuals who have experienced sexual violence respond in different ways and have a variety of needs. We acknowledge that victim-survivors face barriers to disclosing and reporting experiences of sexual violence. Our response system must be trauma-informed and able to respond in flexible ways for our diverse ANU community. This Strategy recognises that individuals have the right to choose their own path in accessing forensic, medical, counselling and justice services and in recovering from sexual violence.

We will work with victim-survivors to co-design and continuously improve our response system so that there are clear entry points and pathways for people who have experienced sexual violence to access the support they need and to make informed choices about safety, recovery and justice.

Recognising trauma

People who have experienced sexual violence have often experienced other forms of violence including physical or psychological abuse, neglect, and/or domestic and family violence. These experiences can impede recovery, give rise to challenging behaviours, and require responses to multiple needs. Our response system will be one where first responses and ongoing care are trauma-informed and respond effectively to all needs without shaming or humiliating victim-survivors.

People who work with trauma risk experiencing the effects of vicarious trauma. Those at risk include first responders (such as Senior Residents in University residences or professional staff in Student Administration or Colleges) as well as responders such as counsellors, staff advisers, or human resources professionals. Some effects of vicarious trauma parallel those experienced by the victim-survivor, and can lead to post-traumatic stress disorder.⁹ To help safeguard the psychological and physical wellbeing of students and staff within our ANU response system we will co-design, and continuously improve, our approach to managing vicarious trauma.

Holding perpetrators to account

Perpetrator accountability is important for people who have experienced sexual violence, and their families, supporters and carers. Accountability can include the victim-survivor seeking disciplinary action through the University; initiating claims through the criminal and civil justice systems; participating in restorative approaches, or choosing other forms of healing, acknowledgement and validation.

At ANU, holding perpetrators to account is part of our prevention effort because it clearly signals what is acceptable within the ANU Community and when publicly reported, acts as a strong deterrent to future harmful behaviour. We will design and revise our processes, policies and procedures to ensure perpetrators are held accountable, while upholding principles of natural justice that recognise the rights of, and provide safeguards for, the victim-survivor, the alleged perpetrator, and any witnesses or bystanders.

Build continuity with the response system

A range of diverse services, both within and external to ANU, are involved in supporting those in the ANU Community who have experienced sexual violence. We will implement our prevention efforts in collaboration with those currently working in the response system, including the Respectful Relationships Unit, ANU Counselling, the Canberra Rape Crisis Centre, the Dean of Students, the Dean of Staff, the Registrar, ANU Human Resources and ANU Staff Advisers as well as external providers of medical, forensic, counselling, crisis support, police and justice services

Increasing the ANU Community's recognition of sexual violence and violence against women and individuals' confidence to talk about this is likely increase the number of disclosures, reports and requests for assistance in the short term. This would increase demand for, and pressure on, the ANU and ACT response systems. This Strategy points to the need to fully resource and support these response systems in order to fulfil our University commitment to those experiencing violence

PRIORITIES FOR ACTION

The priorities of this Strategy are designed to work together in a university-wide way to generate the traction needed to eliminate sexual violence and all forms of violence against women at the University.

1. Build a strong and coordinated prevention system

To implement this Strategy effectively, we will need to ensure our prevention activities are overseen and coordinated within and across the University and the broader ACT community.

A strong prevention system for the University will include:

- > Leadership across all levels of the University;
- > Policy and legislative reform;
- > An expert workforce;
- > Mechanisms for coordination, collaboration, and quality assurance; and
- > Shared monitoring, reporting, and evaluation frameworks.

The ANU Respectful Relationships Unit was established for this purpose and will play a lead role in building and coordinating the University's prevention structures and systems. However, no single area of the University can drive the multifaceted and interdependent changes needed. Significant effort and investment will be needed across all levels of the University – Colleges, residences, business units and student and staff communities – working collaboratively.

2. Scale up and build on what works

There are already some prevention activities, programs and initiatives that have been effective at ANU or are considered good practice in universities. We will coordinate the testing and replication of such initiatives, ensuring that they are evidence-based. As we expand promising prevention activities to identified high-priority settings across ANU, we will ensure that their effects are measurable and build upon each other.

3. Research, innovate and inform

As Australia's National University we will trial new, innovative approaches and the research that informs them.

We will foster innovation in the design, testing, implementation and evaluation of new techniques and programs—and the research that informs these—so that we continue to build our knowledge of what makes for effective prevention in the Australian higher education context. As Australia's National University, we have a role to contribute to this body of knowledge and to be a global resource through sharing our findings with colleagues nationally and internationally.

We will build on successful programs and approaches to preventing sexual violence and violence against women that have been developed, including those led by student groups, universities within and outside Australia, women's health

services, local governments and public health and justice actors. Our Rolling Action Plans will be informed by this research and practice.

4. Monitor and evaluate

A critical aspect of this Strategy is an ongoing commitment to monitoring and evaluation.

This focus on monitoring and evaluation will help to generate high-quality sexual violence prevention research and will position ANU as a leader in the field.

As a priority, we will work with our world-class researchers and strategic partners to build a sound research and evidence base about how to prevent sexual violence and violence against women in an Australian university context, and to design and implement strategies that are consistent with emerging evidence.

5. Engage, communicate and co-design with the community

We will engage with the ANU Community each step of the way in the design, implementation, monitoring and evaluation of our prevention initiatives. Through this co-design approach we will ensure that our efforts are culturally and contextually appropriate and have the intended effect within our community.

We will communicate the changes we are seeing – whether at the level of individual attitudes and behaviours or organisational and structural changes – so that our community understands the value of this approach. We will do this through online and traditional media channels, face-to-face forums and direct engagement with stakeholders, to make sure messages on preventing and responding to violence reach everyone in our community, empower our community to take action, and keep our community informed of our progress on prevention.

6. Engage in an ongoing dialogue about ANU values and ethics

Being a member of the ANU Community is a privilege.

Being a member of the ANU Community means acting and behaving in a way that is consistent with our values. This is a campus where we pride ourselves on being one of Australia's most diverse environments for staff and students, and we hold the principles of acceptance, inclusion and equal opportunity at the core of ANU values.⁴

Every member of the ANU Community has a right and expectation that we will provide an environment for work, study and living that is safe and respectful. They have the right to expect equality and respect in all their relationships with their peers, classmates and colleagues.

Being part of the ANU Community means that students, staff and visitors take responsibility for their actions and behaviour. To create lasting change, we will better communicate and teach our values, ethics and expectations to make sure our messages reach everyone in our community.⁵

WHAT WE AIM TO ACHIEVE AND HOW WE'LL KNOW IF WE'RE SUCCESSFUL

Monitoring and evaluating our processes and measuring outcomes allows us to see what works – and what does not – in creating lasting change. This will ensure that we focus our efforts on effective ways of influencing individual and community attitudes and behaviours.

The Monitoring and Evaluation Framework for this Strategy measures:

- > the vision (what we are working towards);
- > the domains (cultural, attitudinal, behavioural and structural change);
- > the outcomes (the changes we are working towards); and
- > the indicators (how we know whether we are progressing towards the outcomes).

This Strategy lays out a series of initial indicators; further measurements will be developed in future Rolling Action Plans to take account of new research and evaluation, so that the Strategy remains meaningful. In the next phase of the Strategy these indicators and measures will continue to be co-designed with people representing the diversity of the ANU Community and refined through consultation.

The ANU Strategic Plan 2019-2022 includes key initiatives and performance indicators to promote and measure gender equity and diversity across ANU. The outcomes for this Strategy align with this overarching outcome.

Prevention of sexual violence monitoring and evaluation framework

Vision	An ANU free from violence
Domain	Violence is prevented from happening and when it does occur, we respond effectively across the University.

Outcomes

- > All members of the ANU Community are aware of the causes and forms of sexual violence, who is affected by violence, and the impact of violence on victim-survivors
- > Our community is supported to develop attitudes and beliefs that reject gender inequality and violence.
- > All members of the ANU Community actively engage in prevention efforts, both as participants and facilitators
- > Our community, particularly male members of our community, are supported to develop skills to actively challenge attitudes and behaviours that enable violence, including challenging rigid gender roles, gender inequality, sexism and discrimination.
- > ANU is safe and inclusive
- > The prevalence of violence on campus is significantly reduced and all members of the ANU Community live free of fear. Our community members feel safe and included – in their office or lab, residential hall or college, club or society, in online spaces and in participating in or attending ANU events.
- > All members of the ANU Community live and practice confident and respectful relationships while at the University
- > Our community is equipped with the knowledge and skills that inform and shape healthy, safe, equal and respectful relationships.
- > All members of the ANU Community are aware of the disclosure and reporting processes and support services available
- > Our community knows how to access support and to disclose and report incidents of sexual violence at the University.
- > Victim-survivors feel comfortable to disclose and to report incidents to the University and are satisfied with the University response if they choose to do so
- > Victim-survivors feel they are supported throughout any processes they choose to engage in at the University. Victim-survivors who report the incident to ANU responders feel that the process was timely, accessible and effective.

Indicators

The initial sets of indicators used in this Strategy include two different types of indicators:

PROCESS INDICATORS measure how well a program, project or policy has been implemented or adopted. For ANU, these measure change in how we design and implement our prevention strategies, how we respond to victim-survivors, how we engage with stakeholders for continuous improvement, and how we use data and research to inform our policy and practices.

The process indicators used in this Strategy will be measured at least annually by the Respectful Relationships Unit and made publicly available in its Annual Report. The process indicators used in this Strategy draw from *Change the Story* and *Counting the Change* (adapted to the University context) and are outlined in Appendix B.

OUTCOME INDICATORS measure the results achieved through interventions. For ANU, these measure change in the prevalence of violence against women, as well as evidence of change in the norms and behaviours that drive and reinforce violence against women.

The outcome indicators included in this Strategy are intended to track medium- to long- term shifts in norms, behaviours, and structures. The outcome indicators used in this Strategy are drawn from *Change the Story* and *Counting the Change* (adapted to the University context), which are grounded in current evidence of best practices and international research on prevention of violence against women. Our ambition is for ANU to also generate new research that is specific to the Australian higher education context.

These indicators will be measured in multiple ways, both within and outside the University, through a survey designed and administered by Universities Australia and through an ANU data collection exercise. No single research method is likely to measure all outcome indicators for staff and students; mixed methods and combinations of data will be required to understand the overall progress of the University.

The outcome indicators used in this Strategy are outlined in Appendix B.

Many of the Process and Outcome indicators are quantifiable indicators that represent the impact of not just one initiative, but several initiatives working together. However, qualitative analysis will also be required to provide a full picture of change, where there are gaps in quantifiable indicators.

Accountability and review of this strategy

The Respectful Relationships Unit will hold itself and the University accountable to the implementation of this Strategy through several mechanisms. These will include:

- > Regular public reporting of de-identified outcomes of reported incidents of sexual violence;
- > Progress reports of the work of the Respectful Relationships Unit, including evaluation results of the process indicators used in this Strategy through the Inclusion, Diversity, Equity and Access (IDEA) Oversight Committee;
- > Progress reports of an independent assessor, an external expert appointed by the Vice Chancellor and empowered to examine, at regular intervals, the progress of the University in implementing this Strategy;
- > Formal mid-term review of this Strategy; and
- > Regular meetings of the Respectful Relationships Working Group (RRWG), a Working Group of the University's IDEA Committee. The RRWG is a representative body of ANU staff and students that provides guidance and input into the work of the Unit.

GLOSSARY

Gender

The range of social and cultural characteristics relating to, and differentiating between, masculinity and femininity. Gender is a different concept from sex, which refers to the physical and biological characteristics of person

Gendered Drivers

The specific elements or expressions of gender inequality that are most strongly linked to violence against women. They relate to the structures, norms and practices arising from gender inequality in public and private life. The gendered drivers are the underlying causes required to create the necessary conditions in which violence against women occurs. They must always be considered in the context of other forms of social discrimination and disadvantage

Prevention

Primary Prevention

Whole-of-population initiatives that address the primary, or underlying, drivers of violence

Secondary Prevention

Secondary prevention, or early intervention, aims to 'change the trajectory' for individuals at higher-than-average risk of perpetrating or experiencing violence

Tertiary Prevention

Tertiary prevention, or response, supports survivors and holds perpetrators to account, and aims to prevent the recurrence of violence

Racism

Racism takes many forms and can happen in many places. It includes prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin

Reinforcing Factors

Factors, behaviours or attitudes that become significant in the context of the drivers of violence. These factors do not predict or drive violence against women in and of themselves; however, when they interact with the drivers, they can increase the frequency or severity of violence

Restorative Approaches

Restorative approaches (also referred to as restorative practices) seek to repair relationships that have been damaged, including those damaged through sexual violence. Restorative approaches can be undertaken in a variety of forums. They may be conducted with varying degrees of formality and may include only the parties most directly affected by the harm or in some circumstances an entire group (i.e. class, office etc.) or community. 'Community Conferences' include supportive third parties such as friends, families and possibly a community figure such as a police community liaison officer. This forum is used to address concerns of both individuals and the wider community.

Sex

The biological and physical characteristics used to define humans as male or female, as distinct from 'Gender', which are the social and cultural characteristics generally relating to masculinity or femininity. Some people have both male and female sex characteristics, or neither male nor female characteristics.

Sexual Violence

Sexual activity that happens where consent is not obtained or freely given. It occurs any time a person is forced, coerced or manipulated into any unwanted sexual activity, such as touching, sexual harassment and intimidation, forced marriage, trafficking for the purpose of sexual exploitation, sexual abuse, sexual assault and rape.

Victim-Survivor

People, including children and young people, who have experienced sexual violence. The ANU recognises that not every person who has experienced or is experiencing sexual violence identifies with this term. The use of the term acknowledges the strength and resilience shown by people who have experienced or currently live with sexual violence.

Vicarious Trauma

Vicarious trauma is a cumulative effect of working with trauma, which can affect many aspects of a person's life. It may consist of short-term reactions, or longer-term effects that continue long after the work has finished. Some effects of vicarious traumatisation parallel those experienced by the primary victim-survivor. For example, vicarious traumatisation can lead to a person experiencing the symptoms of post-traumatic stress disorder.

Violence Against Women

Any act of gender-based violence that causes or could cause physical, sexual or psychological harm or suffering to women, including threats of harm or coercion, in public or in private life. This definition encompasses all forms of violence that women experience (including physical, sexual, emotional, cultural, spiritual, financial and other) that are gender-based.

APPENDIX A: DRIVERS AND REINFORCING FACTORS OF VIOLENCE

Table 1 Gendered-Drivers of Violence against Women (Change the Story, 2015)⁶

Condoning of violence against women

When societies, institutions, communities or individuals support or condone violence against women, levels of such violence are higher. Men who hold such beliefs are more likely to perpetrate violence against women, and both women and men who hold such beliefs are less likely to act to support victims and hold perpetrators to account.

Violence against women is condoned both through widely held beliefs and attitudes (social norms), and through legal, institutional and organisational structures and practices that reflect and reinforce them. This driver includes social norms, structures and practices that:

- > Justify violence against women, based on the view that it is acceptable for men to use violence. For example, justifying a man using violence against a female partner who has had sex with another man;
- > Excuse violence by attributing it to external factors, such as mental health status, use of alcohol or stress, or proposing that men cannot be held fully responsible for violent behaviours due to inability to control their need for sex;
- > Trivialise the impact of violence, based on the view that the impacts are not sufficiently serious to warrant action;
- > Downplay violence by denying its seriousness, denying that it occurs or denying that certain behaviours are violence at all; and
- > Shift-blame for the violence from the perpetrator to the victim.

Men's control of decision-making and limits to women's independence

Violence is more common in families and relationships in which men control decision-making and less so in relationships in which women have a greater level of independence: this has been shown both internationally and in Australia. There are several potential ways in which male dominance of decision-making, along with limits to women's autonomy or independence, contribute to violence against women:

- > By sending a message to both men and women that women have a lower social value, are less worthy of respect, and are therefore more legitimate targets of control by violence;
- > By making women economically dependent on men, such that men believe they can perpetrate violence with social or legal impunity, and so women can find it difficult to leave violent relationships;
- > By undermining women's participation in the public sphere, particularly in formal decision-making and civic action.

Rigid gender roles and stereotypical constructions of masculinity and femininity

Levels of violence against women are significantly and consistently higher in societies, communities and relationships where there are more rigid distinctions between the roles of men and women and between masculine and feminine identities, or what an 'ideal' man or woman is. Research has consistently found that men who hold traditional, hierarchical views about gender roles and relationships are more likely to perpetrate violence against women.

Rigid constructions of, and a strong belief in, gendered personal identities or what it means to be 'masculine' or 'feminine' are also key drivers of violence against women. People who see men and women as having specific and distinct characteristics are more likely to condone, tolerate or excuse such violence. This applies to notions of masculinity and femininity.

Male peer relations that emphasise aggression and disrespect towards women

Male peer relations – whether in social or organisational contexts – can be important sources of support and friendship between men. But where they are characterised by cultures that reinforce stereotypical and aggressive forms of masculinity, and/or the idea that relations between men and women are fundamentally based on conflict, this can create disrespect for, objectification of, or hostility towards women. These types of negative male peer and organisational cultures are associated with higher probability of violence against women because:

- > an emphasis on aggression and sexual conquest in socialisation of men through peer relationships may lead to a greater tendency for some men to use or support violence;
- > when men are encouraged to privilege their relationships with other men over those with women, they may be more likely to excuse other men's violent and disrespectful behaviour towards women; and,
- > men may be reluctant to take a stand against their peers' disrespect of women, or even use of violence itself, because they fear rejection from their peers.

Table 2 Reinforcing factors of Violence against Women (Change the Story, 2015)

Condoning of violence in general

Violence can be condoned informally, through the way families, friends, colleagues and communities respond to violence, and formally, through weak laws or policies that impose weak punitive measures for violent crimes. Condoning violence reinforces ideas about gender and can lead to a 'normalisation' of violence, with violence taken for granted as a part of everyday life. For example, believing that violence is sometimes warranted, and understanding violence as a natural part of masculinity, can increase the risk of violence

Experience of, and exposure to, violence

Witnessing violence against women, directly experiencing violence and long-term exposure to other forms of violence can contribute to a belief that violence is normal. This can include exposure to abuse as a child (either directly, or as a witness), or racist violence, peer violence and situations of war or armed conflict.

Weakening of pro-social behaviour, especially harmful use of alcohol

The harmful use of alcohol and other drugs can increase the likelihood of violence. As well as these substances, reinforcing factors include anything that might erode or weaken pro-social behaviour (meaning behaviour that benefits other people), heighten the tendency to be individualistic or self-serving, or be less concerned about others and the consequences of actions. When weakening of pro-social behaviour occurs in the context of power imbalances, this can increase the risk of sexual violence and violence against women.

Socio-economic inequality and discrimination

The risk of violence against women is higher when gender inequality intersects with other forms of inequality and discrimination, such as racism, discrimination against people with disabilities or discrimination based on sexual orientation or gender identity. Any factor that limits access to services, or to social and economic power, can increase the probability of violence.

Backlash factors (when male dominance, power or status is challenged)

Resistance to changing gender roles or relations may increase the risk of violence. Violence may be used to maintain existing power relations, particularly when these power relations are being challenged.⁷

APPENDIX B: INITIAL PROCESS AND OUTCOME INDICATORS

Table 3 Process indicators to measure quality of prevention infrastructure and efforts

#	Process Indicator
P1	Leadership to prevent violence against women is demonstrated at all levels of the University.
P2	Respectful Relationships Unit provides leadership, technical assistance, program development, and policy support to stakeholders across the University
P3	Overarching coordination and advisory structures guide the design, development and evaluation of prevention efforts, with diverse representation from student, staff and community sector stakeholders.
P4	Criteria exist and are implemented for quality assurance in program development, including for design, implementation and evaluation.
P5	Comprehensive and coordinated systems exist for data collection and analysis, monitoring, accountability, reporting, and evaluation at all levels.
P6	The University report on progress, and evaluate their efforts against shared short, mid and long-term objectives.
P7	Proven and promising prevention programs are supported for sustainability and scale-up.
P8	Evidence-building on what works to prevent violence, on emerging issues, and for different groups, is supported through funding streams and mechanisms that emphasise innovation and evaluation.
P9	Number and proportion of victim-survivors of sexual violence who report their response was: <ul style="list-style-type: none"> > Timely, accessible and transparent > Comprehensive and provided all desired information > Resulted in a satisfactory outcome for them

Table 4 Outcome indicators to measure change in the gendered drivers of violence against women

GENDERED-DRIVER	#	OUTCOME INDICATOR
Condoning of violence against women	O1.1	University community attitudes towards violence against women (justifying, excusing, trivialising or minimising violence; blame-shifting and rape myth acceptance)
	O1.2	University community's (self-reported) willingness to intervene
	O1.3	Number and proportion of victim-survivors of sexual violence who disclose their experience to someone
	O1.4	Number and proportion of victim-survivors of sexual violence who report their experience to the University
	O1.5	Number of calls and online requests received by ANU support in relation to sexual violence in past 12 months
Rigid gender roles	O2.1	University community attitudes and norms that support traditional gender norms (e.g., the percentage of people who believe a woman's most important role is in the family and home)
	O2.2	Percentage of parental leave uptake by fathers versus mothers in the University
	O2.3	Gender composition of the ANU workforce by area
Stereotyped constructions of masculinity and femininity	O3.1	University community norms supporting the idea that to be a man you need to dominate women, be in control and/or use violence to assert status and resolve disputes
	O3.2	University community attitudes related to male sexual entitlement
Men's control of decision-making	O4.1	Proportion of university community and cultural leaders (staff and students) who are women (e.g., female sports coaches/umpires, faith leaders, chairs of committees, newspaper editors, presidents of clubs and societies)
	O4.2	Percentage of managerial positions occupied by women at ANU

GENDERED-DRIVER	#	OUTCOME INDICATOR
Limits to women's independence in university life	O5.1	Percentage of female members of ANU Community surveyed who have experienced sexual harassment or sex discrimination in the University; and perceptions of how the ANU would respond to sexual harassment cases
	O5.2	Percentage of women in the University who report feeling unsafe in university spaces
Male peer relations that emphasise aggression and disrespect towards women	O6	University community attitudes towards male peer relations that emphasise aggression and disrespect towards women (when they are among their male friends)

Table 5 Outcome indicators to measure change in the reinforcing factors of violence against women

REINFORCING FACTOR	#	OUTCOME INDICATOR
Condoning of violence in general	O7	Gendered attitudes towards violence and acceptability of violence in general
Experiences of and exposure to violence	O8	Percentage of men who reported experiencing violence by a male perpetrator in the past 12 months (male victims of male on male violence)
Weakening of pro-social behaviour (harmful use of alcohol)	O9	Percentage of university community who report that, in the past 12 months, their drinking or being drunk: has had a harmful effect on their intimate relationship has had a harmful effect on their peers or colleagues; played a role in them getting involved in a (verbal and/or physical) fight
Backlash factors	O10	University community attitudes which express denial of continued gender inequality and hostility towards women
Socio-economic inequality and discrimination	O11.1	Proportion of university community reporting having personally felt bullied, discriminated against or harassed at the University in the past 12 months
	O11.2	Proportion of university community who hold discriminatory views around race, sexual orientation, religion, age, disability, etc.

Table 6 Outcome indicators to measure prevalence of sexual violence and violence against women

#	OUTCOME INDICATOR
O12	Proportion of women in the University subjected to physical, sexual or psychological violence, by a current or former intimate partner in the last 12 months
O13	Proportion of women in the University subjected to sexual violence by persons other than an intimate partner in the last 12 months
O14	Percentage of women in the University who have experienced sexual harassment or sex discrimination in the past 12 months

ENDNOTES

- 1 Our Watch (2015) *Change the Story*, available at: <https://www.ourwatch.org.au/What-We-Do/National-Primary-Prevention-Framework> (accessed 12 March 2019)
- 2 Our Watch (2015) *Change the Story*, available at: <https://www.ourwatch.org.au/What-We-Do/National-Primary-Prevention-Framework> (accessed 12 March 2019)
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- 5 Lovat, Terence, Ron Toomey, and Neville Clement, eds. International research handbook on values education and student wellbeing. Dordrecht: Springer, 2010.
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- 7 VicHealth (2018), (En)countering resistance: Strategies to respond to resistance to gender equality initiatives at <https://www.vichealth.vic.gov.au/-/media/ResourceCentre/PublicationsandResources/PVAW/Encountering-Resistance-Gender-Equality.pdf> (accessed 2 February 2019)



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