

Progress against the AHRC Recommendations

Long history of student activism raising awareness of sexual assault and harrasment on campus, lobbying for change and advocating for survivors

Long history of University research e.g. Gender Institute, and bystander training and intervention programs in collaboration with external providers such as Canberra Rape Crisis Centre.

2017

2018

2019

Australian Human Rights Commission's Change the Course Report August 2017

ANUSA Initiative Canberra Rape Crisis Centre
counsellors on campus – *Established*

Respectful Relationships Steering and Working Groups
– *Established*

Review of Policies and Procedures - *Completed*

Updated Web Resources – *Commenced and Ongoing*

Training – *Commenced and Ongoing*

Updated Discipline Rule - *Completed*

Community Standards and Student Code - *Commenced*

Cultural Change Strategy - *Commenced*

Audit of Counselling – *Commenced*

Review of Residences – *Commenced*

Respectful Relationships Unit – *Approved*

Overarching SASH Policy – *About to Commence*

Re-survey of Students and Survey of Staff
– *Planned August 2019*

Please provide any feedback to either vc@anu.edu.au or pvc.ue@anu.edu.au

Respectful Relationships Progress Report

Key Action Areas:

1. **Survivors of sexual assault and sexual harassment are supported and know where to find help**

- Conduct an audit of counselling services to determine quality and accessibility, and inform future developments – *Started in Apr 2018. Contact counsellingaudit@anu.edu.au. Completed by July 2018.*
- Ensure all students are aware of the support available on campus including the Canberra Rape Crisis Centre counsellors and the ANU Counselling Centre and the adjustments available to them to support their continuing education – *Started in Oct 2017. Ongoing.*
- Ensure people who are most likely to receive disclosures are trained and well supported – *Started in Oct 2017. Ongoing.*

2. **Perpetrators are held to account**

- Update the Discipline Rule to include definitions of sexual misconduct and provide complainants with feedback – *Completed in March 2018.*
- Develop an overarching Sexual Misconduct Policy – *Will be completed by end of 2018.*
- Ensure staff implementing the Discipline Rule and conducting investigations are appropriately trained - *Started in Mar 2018 with Responding to Disclosures of Sexual Violence training for senior staff with delegation. Further training being developed.*
- Develop a range of options for resolving incidents and unacceptable behaviour including restorative justice processes – *Will be completed by end of 2018.*

3. **Develop a culture of respect and safety within the University**

- Develop and communicate values and community standards, and develop a student code of conduct – *Started in July 2017. Will be completed by end of 2018.*
- Address culture and contributing factors to sexual assault and harassment by developing a cultural change strategy – *Will be completed by end of 2018.*
- Review culture within residences and conduct an external residential review – *Will be completed by Nov 2018.*
- Address underlying behaviours through targeted training interventions such as consent matters and embed bystander intervention approaches in all training - *Started in Feb 2017 with Consent Matters training, mandatory for first years and all returning students in residences in 2018. Ongoing.*

4. **The University demonstrates leadership and restores trust/confidence in the institution**

- Demonstrate leadership within the University sector – *Ongoing.*
- Senior staff model the values and expected behaviour – *Ongoing.*
- Listen to and acknowledge the experiences of survivors through a restorative engagement process – *Being developed.*

5. **Ensuring the reporting of sexual assault and sexual harassment is straight forward**

- Conduct an independent review of university procedures, policies, practices and rules around its responses to sexual assault and sexual harassment – *Completed in Sept 2017*
- Develop clear and accessible information and processes for reporting sexual misconduct – *Started in Jul 2017. Work continuing on website. Ongoing.*
- Encourage a culture of reporting to identify issues and improve the University's response whilst supporting individuals' choices – *Started July 2017. Ongoing.*
- Set up a coordination and reporting unit to support/guide students and staff, to collect information and drive further changes including coordinating training – *Will be completed by end of 2018.*

Overarching Framework:

The ANU will develop the following key documents/processes to support the key action areas above:

- An enduring governance structure including long term funding for a coordination/report unit and oversight committee to ensure best practice, effective structures and continued responsiveness.
- Policies, procedures, rules and other supporting documents for sexual misconduct.
- Communications Strategy outlining key messages, audiences, media/forums and plan for key events.
- Training Plan outlining aims, programs, target groups and timetable.
- Monitoring and Evaluation Strategy including regular surveys/measurements of cultural change.