

Respect. Now. Always

Friday, 11 September 2020
Chair of Committee Progress Report

Prepared by
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Deputy Vice-Chancellor, Academic

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Chair of Committee Progress Report

Federation University has met all nine recommendations from the Australian Human Rights Commission in response to the *Change the Course* report.

Since the last progress report, the Committee has moved beyond responsive compliance actions and is engaged in proactive planning and programs that are transformative and take a community leadership role in prevention and response to sexual harm.

Federation University recognises that the prevention of sexual harm and other gender-based violence requires challenging and changing cultural assumptions and norms, especially those based on gender stereotypes and gender-inequity. Large-scale projects such as the Federation TAFE *See My Potential (Not My Gender)* training program are designed for deep engagement and impact across not just the education sector but industry and community.

The *Teaching Triggering Content* pilot is leading work within the higher education environment to create learning that expands the confidence and capacity of our educators to deliver challenging content safely and to educate students about potential impacts and pathways to support.

The Respect. Now. Always. Committee is committed to transformational work across our whole university and TAFE community.

Professor Andy Smith,

Deputy Vice-Chancellor Academic and Chair, Respect Now Always Committee

Table of Recommendations and Actions

AHRC RECOMMENDATION	ACTION TAKEN SINCE LAST REPORT	PLANNED/FUTURE ACTION	ACCOUNTABLE ROLE
<p>1. Vice-Chancellors take direct responsibility to implement recommendations, including decision-making and monitoring and evaluation of actions taken. Establish an advisory body. Develop an action plan.</p>	<ul style="list-style-type: none"> • Respect Now Always (RNA) Committee updated Terms of Reference to mandate creation and maintenance of a new Prevention and Response to Sexual Harm Plan (as the university has now fulfilled all nine AHRC recommendations and is moving toward a proactive strategic plan rather than responsive action plan). • RNA Committee is now chaired by DVC Academic, Professor Andy Smith with regular reporting and oversight by the Vice-Chancellor. • Safer Campuses webpage created and launched in early 2020– to replace former RNA and Federation University Against Violence pages. The new page was produced in consultation with students and staff and in line with CASA advice, to ensure a trauma-informed focus on victim/survivors and those receiving and responding to disclosures as the primary users. • 2019 report for Federation University's responses to the AHRC Change the Course recommendations made publicly available through the Safer Campuses webpage. 	<ul style="list-style-type: none"> • Create proactive whole-of-university Prevention and Response to Sexual Harm Plan • Complete review report and align planning with TEQSA Good Practice Note: Preventing and responding to sexual assault and sexual harassment in the Australian higher education sector • Provide formal annual report on progress to the University's Audit and Risk Committee of Council. 	<p>DVC, Academic and Vice-Chancellor</p> <p>Manager, Equity and Diversity</p> <p>Associate Director, Risk and Integrity</p>

<p>2. Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that includes education programs, and identifies existing resources and communications campaigns that reinforce key messages</p>	<ul style="list-style-type: none"> • Every student is enrolled in <i>Equal Rights are Your Rights</i> online training (specifically addressing sexual harm) developed and delivered to entire student cohort at commencement of each semester. • <i>Prevent & Respond to Discrimination and Harassment</i> refreshed online training (specifically referring to sexual harm and consent) developed and delivered to fixed term and continuing staff from Feb 2019, with further roll out planned for casual and contractors • Face-to-face training delivered at all orientation sessions on Ballarat, Camp Street, Gippsland and Berwick campuses at commencement of Semester 1 and 2, 2019 • Extended face-to-face (1.5 hour) student leader training including <i>Bystander Action and Receiving and Appropriately Responding to Disclosures and Reports</i> provided to Residential Advisors, Student Senate, and Student Leaders including sporting clubs and societies in February and March 2019. • <i>Safer Campuses</i> mobile functionality replaced older app content in late 2019 • <i>Respectful Supervision Clause</i> addition to Policy and Procedure 	<ul style="list-style-type: none"> • All online and face-to-face training (where possible under Covid-19 restrictions) will continue to be delivered as per previous action taken. • <i>Teaching Triggering Content</i> pilot module for teaching staff (commenced) will be completed and rolled out, then shared as a resource with the Universities Primary Prevention Network. • TAFE <i>Gender Equity and Respectful Relationships</i> project will develop video resources together with industry and train TAFE teachers to deliver face-to-face (or video conferenced) gender equity and respect training to every student at first class. • Delivery of Pilot <i>Respectful Research Supervision</i> training delivered to HDR Supervisors in November 2020, including ACGR suite of video resources 	<p>Manager, Equity and Diversity</p> <p>Manager, Equity and Diversity</p> <p>Manager, Equity and Diversity</p> <p>Manager, Equity and Diversity</p>
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	<ul style="list-style-type: none"> Federation University became a member of TPPN (Tertiary Primary Prevention Network) developing whole-of-sector responses and resource-sharing for planning and delivery 		
<p>3. Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment</p>	<ul style="list-style-type: none"> <i>Respect Now Always</i> materials in 'home language' produced for international students. Refresh of <i>Respect Now Always</i> posters, flyers and digital screen banners to reflect current messaging and branding Promotion of <i>Safer Campuses</i> webpage to connect students and supporting staff with disclosure, reporting and support services Creation of <i>Respond Appropriately to a Disclosure of Sexual Harm</i> Factsheet for staff Purchased the Australian Council of Graduate Research <i>Respectful Supervisory Relationships</i> suite of video training and resources for inclusion in Supervisor training 	<ul style="list-style-type: none"> Promulgation of <i>Respond Appropriately to a Disclosure of Sexual Harm</i> factsheet Promotion of the new secure <i>Online Student Complaints System</i> Sexual Harm stream CASA training for <i>Respect Now Always</i> Committee members and consideration of broader training offers 	<p>Manager, Equity and Diversity</p> <p>Associate Director, Risk and Integrity</p> <p>Manager, Equity and Diversity</p>
<p>4. Within a year, universities should commission an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment, to assess effectiveness and make specific</p>	<ul style="list-style-type: none"> New <i>Respectful Supervisory Relationships</i> clause drafted, reviewed and included in HDR Supervision Policy and Procedure Desktop review and consultation through Safer Campuses Network of sexual harm 	<ul style="list-style-type: none"> Incorporate final feedback for stand-alone <i>Student Sexual Harm Policy and Procedure</i> and release as current Review and refresh the current <i>Equal Opportunity and Valuing Diversity Policy and Discriminatory and Sexual Harassment</i> 	<p>Manager, Equity and Diversity</p> <p>Manager, Equity and Diversity</p>

<p><i>recommendations to universities about best practice responses.</i></p>	<p>policies of other universities undertaken by Risk and Integrity and Equity and Diversity.</p> <p>Stand-alone Student Sexual Harm Policy and Procedure drafted and shared for university-wide comment</p>	<p><i>Complaint Procedure.</i> (documents apply to both staff and students)</p>	<p>Manager, Organisational Development and Diversity (HR)</p>
<p><i>5. Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual assault and sexual harassment and ensure those identified receive appropriate training.</i></p>	<ul style="list-style-type: none"> Refreshed online training of all staff indicates where to refer students who disclose sexual harassment Training to student leaders (1.5 hours face-to-face) in how to respond and refer for disclosures of sexual harm 	<ul style="list-style-type: none"> 'Lunch and Learn' session open to all staff (live online) on <i>Managing Student Disclosures of Harassment or Harm</i> CASA (Centres Against Sexual Assault) training refresh for staff most likely to receive disclosures or reports 	<p>Manager, Equity and Diversity</p> <p>Manager, Equity and Diversity</p>
<p><i>6. Universities should ensure that information about individual disclosures and reports of sexual assault and sexual harassment is collected and stored confidentially and used for continuous improvement of processes.</i></p>	<ul style="list-style-type: none"> Whole-of-university secure <i>Student Online Complaint System</i> business case approved in early 2019, procurement and customisation complete late 2019 and deployed in July 2020 	<ul style="list-style-type: none"> Create project team to create process for de-identified aggregated data to be compiled annually for student sexual harassment and assault disclosures and reports Review and consideration of stand-alone <i>SASH Advocate</i> online reporting module in consultation with Deakin Respectful Relationships Unit and Monash Respect Now Always Unit. 	<p>Manager, Equity and Diversity, Director Student Experience</p> <p>Manager, Equity and Diversity and Associate Director, Risk and Integrity</p>
<p><i>7. Within six months of this report, universities should conduct an audit of university counselling services to assess adequacy of capacity and training and undertake data collection.</i></p>	<ul style="list-style-type: none"> Ongoing review of case- loads, nature of cases handled and service model. Team discussion about procedural response to disclosures of sexual harm has resulted in additions to the Counselling Guidelines. This has ensured consistency 	<ul style="list-style-type: none"> Further scheduled review of counselling services and capacity Data collection review as per recommendation 6 – creation of project team to create process for collection of de-identified aggregated data 	<p>Manager, Student Health and Wellbeing</p> <p>Manager Equity and Diversity and</p>

	of the counselling service response in line with best practice, and also for university services coordination.		Director, Student Experience
<p>8. Universities should engage an independent body to conduct the National university student survey of sexual assault and sexual harassment at three yearly intervals to track progress in reducing the prevalence of these incidents at a sector-wide level.</p>	<ul style="list-style-type: none"> Universities Australia commissioned and funded the next student survey for 2021. Federation University has communicated its commitment to participate 	<ul style="list-style-type: none"> No action required at this time 	Vice-Chancellor
<p>9. Residential colleges and university residences should consider implementing report recommendations, and commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.</p>	<ul style="list-style-type: none"> Half day <i>Behind Closed Doors</i> scenario role-play training provided to Residential Advisors on all campuses yearly. Further delivery scheduled for early Semester 1, 2021 1.5-hour <i>Bystander Action and Responding to Disclosures</i> training provided to Residential Advisors on all campuses. Next delivery scheduled for early in Semester 1, 2020. 	<ul style="list-style-type: none"> Planning for delivery of training to Residential staff and student Residential Advisors for commencement 2021 	Manager, Equity and Diversity and Manager, Student Health and Wellbeing