

2023 report on sexual misconduct

Content warning

This report includes sensitive content regarding information about sexual assault and sexual harassment, which some may find distressing. Although the document does not disclose confidential details of individual cases, it includes information regarding the sexual harm reported by students and staff to the Safeguarding and Student Safety team. If you feel you need support, please do not hesitate to reach out to the internal or external resources listed below.

ACU SAFEGUARDING AND STUDENT SAFETY TEAM

Available Monday to Friday, 9am to 5pm
Phone: + 61 2 9230 8811
Email: respectandsafety@acu.edu.au
Website: acu.edu.au/respect

ACU MENTAL HEALTH SUPPORT LINE (FOR CURRENTLY ENROLLED ACU STUDENTS AND ACU STAFF SUPPORTING STUDENTS)

Available 24/7 Phone: 1300 638 485
Text: +61 488 884 191

ACU COUNSELLING (FOR CURRENTLY ENROLLED ACU STUDENTS)

To make an appointment:
studentportal.acu.edu.au/services-support-and-resources/health/counselling

ACACIA EAP (FOR ACU STAFF)

Website: eapcounselling.com.au
Phone: 1300 364 273

1800 RESPECT

Phone: 1800 737 732
Website: 1800respect.org.au

FULL STOP AUSTRALIA

Phone: 1800 FULL STOP (1800 96 578)
Website: fullstop.org.au

BEYOND BLUE

Phone: 1300 22 4636
Website: beyondblue.org.au

Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University (ACU) is committed to the pursuit of knowledge, the dignity of the human person and the common good. As a Catholic university, our mission is at the heart of everything we do.

This is the first publication of an annual report on sexual misconduct by ACU. The report provides a deidentified summary of reported sexual misconduct incidents at ACU in 2023, including incidents that were related to the university and incidents that were unrelated.

The report sheds light on these reported incidents, measures taken to address them, and progress made towards fostering a safe environment for all students and staff on campus and online. By publishing the report, ACU aims to demonstrate a culture of transparency and accountability, and a commitment to acknowledging and addressing sexual harm in alignment with the university's mission.



About this report

DEFINITIONS

A **disclosure** is where a student tells another student, or a staff member, that they have experienced sexual misconduct. A student making a disclosure may simply wish to tell someone about the experience and/or they may be seeking information about resources, academic adjustments, support services and/or reporting options.

Family and domestic violence refers to an attempt by one person in an intimate or family relationship to exert power to dominate and control the other. The abusive person will typically use fear, guilt, shame, intimidation and/or violence to control and dominate the other, causing fear, physical harm and/or psychological harm.

A **formal report** is where a student makes a disclosure of sexual misconduct with an intention that some form of action will be taken. A formal report can only be made where a sexual misconduct incident is university related.

Historical child abuse describes instances of abuse or maltreatment inflicted upon a child or young person in the past. Abuse can encompass various forms, including physical, sexual, emotional or psychological or neglect.

Sexual assault occurs when a person is forced, coerced or tricked into sexual acts against their will, without their consent, or after their consent has been withdrawn. Examples include:

- forced, unwanted sex or sexual acts, including oral sex
- kissing or touching a person's body in a sexual manner
- doing an act of a sexual nature with or towards another person, or making another person do an unwanted act of a sexual nature, e.g. 'flashing', 'sexting', or masturbating in front of another person
- 'stealthing', i.e. non-consensual removal of a condom during sex
- observing a person to obtain sexual gratification where they are in a state of undress, using the toilet, showering, or bathing, or engaged in a sexual act
- recording or distributing an intimate or sexual image of another person
- inflicting bodily harm, or threatening to do so, on a person with an intent to engage in sexual acts with that person or with another person
- compelling a person to engage, or to continue to engage, in a sexual act.

Sexual harassment is any unwanted or unwelcome sexual behaviour which makes a person feel offended, humiliated, or intimidated. Examples include:

- staring or leering
- unnecessary familiarity, e.g. deliberately brushing up against a person or unwelcome touching
- suggestive comments or jokes
- insults or taunts of a sexual nature
- intrusive questions or statements about a person's private life
- displaying posters, magazines, or screen savers of a sexual nature
- sending sexually explicit emails or text messages
- inappropriate advances on social networking sites
- accessing sexually explicit internet sites
- requests for sex or repeated unwanted requests to go out on dates
- behaviour that may also be an offence under criminal law, such as indecent exposure, stalking or obscene communications.

Sexual misconduct includes sexual assault, sexual harassment and family and domestic violence.

Trauma informed means an approach that maximises the safety, wellbeing and support provided to an individual who makes a disclosure or formal report by respecting their decisions, safety, dignity and wellbeing. Trauma informed is also about acknowledging and recognising that an unsafe or negative response can escalate and compound an individual's trauma.

University related/ACU associated incidents include incidents where:

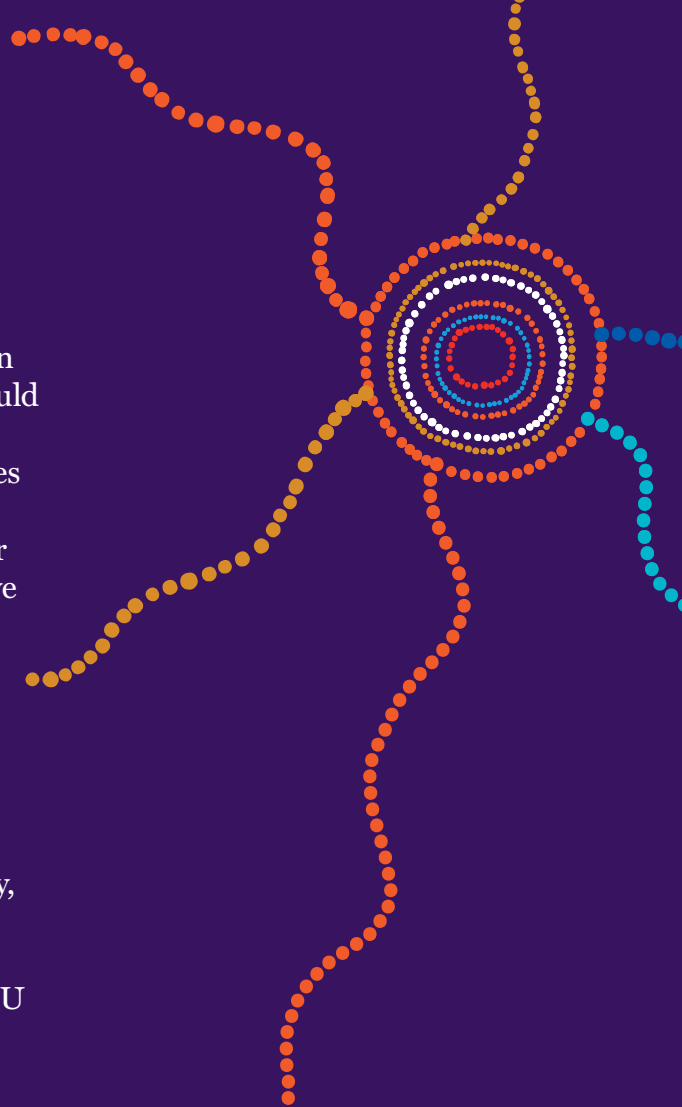
- the alleged perpetrator is a member of the university (staff or student), an affiliate (contractor) or otherwise related to ACU
- the incident occurred on university premises, during an ACU-related placement, practicum, field trip etc, or at an ACU event
- the incident involved a child under the age of 18 years, regardless of who the alleged perpetrator was
- the incident is otherwise connected with the university and/or potentially impacts upon its reputation.

The term **victim-survivor** is used in this report to describe people who have experienced sexual misconduct, acknowledging those with lived experience of the ongoing impact of trauma, while also recognising their strength and resilience.

Acknowledgements

In recognising Aboriginal and Torres Strait Islander people's spiritual and cultural connection to Country and in continuing ACU's commitment to Reconciliation, ACU would like to acknowledge the First Peoples and the Traditional owners and custodians of the country where ACU campuses are located. We respectfully acknowledge our Elders past and present and remember that they have a passed on their wisdom to us in various ways. Let us hold this in trust as we work and serve our communities.

ACU would like to acknowledge the victim-survivors of sexual misconduct, and their strength in reporting their experiences to the university's Safeguarding and Student Safety Team and/or the Safety Support Network. ACU acknowledges the lived experience of victim-survivors and acknowledges their ongoing courage in the face of adversity, trauma and recovery. ACU recognises and acknowledges that victim-survivors are at the centre of the university's response to and prevention of sexual assault and harm. ACU recognises that it plays an important role in prevention by consciously addressing the societal attitudes and power imbalances which contribute to sexual harm.



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Introduction

Australian Catholic University (ACU) is dedicated to addressing and eliminating sexual misconduct and creating a safe and nurturing environment for our entire community. ACU has undertaken extensive work over recent years to uphold this commitment, and has adopted a victim-centred, trauma-informed approach to prevent and respond to sexual harm.

Initiatives at ACU to prevent and respond to sexual misconduct are evidence-based and informed by initiatives such as the Australian Human Rights Commission's *Change the Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities* (2017) and the results of the *2021 National Student Safety Survey*. Our commitment to addressing sexual misconduct reflects ACU's mission as a Catholic university.

Over the past six years, ACU has made significant progress in preventing and responding to sexual misconduct. There is increased awareness of services by students, as evidenced by the number of students accessing student safety support services and reporting avenues. While significant strides have been made, ACU recognises that even one case of sexual misconduct is one too many. We remain committed to continual improvement and to reaching our goal that all staff and students are safe on and off campus.

This report reflects on the work that has been, and is being, undertaken by ACU in the prevention and response to sexual misconduct. It outlines the disclosures and reports received in 2023. ACU aims to be responsive and constantly evolving in this work. We are open to feedback on how we can strengthen this report to ensure it is meeting its objectives.

At ACU we recognise that behind every statistic in this report is a victim-survivor who showed immense bravery in reaching out to share their story. We commend their courage and resilience in connecting with our safety networks and allowing us to have an increased insight into the prevalence of sexual misconduct at ACU. Our work in this area is ongoing with an aim that everyone in the ACU community feels safe and respected, now and always.



Professor Zlatko Skrbis
Vice-Chancellor and President



Professor Julie Cugin
Provost and Deputy Vice Chancellor (Academic)



Professor Hayden Ramsay
Deputy Vice-Chancellor (Education)

1. Background

In February 2016, Universities Australia began the Respect. Now. Always. initiative, which aimed to prevent sexual violence in university communities and improve how universities respond to and support those who have been affected. As part of the initiative, Universities Australia commissioned two national surveys of university students on their experiences of sexual violence. The first survey ran in 2016 and its findings informed the Australian Human Rights Commission's *Change the Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities (2017)*. The second survey, the *2021 National Student Safety Survey*, yielded further valuable insights regarding university students' experiences of sexual violence and identified additional action that could, and should, be taken by universities to address the situation.

The results of these studies presented a concerning picture of the prevalence of sexual assault and harassment experienced by Australian university students. In response, ACU committed to programs and initiatives to raise students' awareness of sexual assault, sexual harassment, and family and domestic violence. The university also implemented a range of discreet and confidential disclosure and reporting options for individuals who wished to talk about their experiences and/or receive support.

ACU does not tolerate sexual misconduct and is committed to fostering a safe and caring environment. In recent years, ACU has reinforced this commitment by implementing a victim-focused, trauma-informed approach that is geared towards:

- setting expectations for staff and student behaviour through education and raising awareness
- outlining clear mechanisms for the disclosure of incidents of sexual misconduct
- maintaining well-supported processes to ensure students who disclose incidents receive the highest level of respect and support
- ensuring appropriate monitoring and oversight drives continuous improvement.



2. Governance, leadership and organisational support

Effective governance, leadership and organisational support are essential for driving effective reform. ACU has implemented various structures, processes, and practices aimed at addressing and eliminating sexual misconduct to create a safe space for the university community.

2017 RESPECT.NOW.ALWAYS. ADVISORY COMMITTEE (NOW KNOWN AS THE SAFEGUARDING AND STUDENT SAFETY ADVISORY COMMITTEE).

In 2017, ACU established the Respect.Now.Always Advisory Committee, now known as the Safeguarding and Student Safety Advisory Committee. This committee oversees the implementation of activities and projects across the university related to preventing and responding to sexual misconduct and the safeguarding of children, young people, and adults at risk. Chaired by the Vice-Chancellor and President until 2023, the committee includes broad representation from across the university, including academic and professional staff at different levels of the organisation, students, university student accommodation staff, LGBTIQ+ student and staff representation, the ACU National Student Association (ACUNSA) President, and an international student representative. The current committee Chair is the Deputy Vice-Chancellor, Education.

The committee meets three times annually to receive updates and reports of completed actions, discuss concerns, and outline planned activities regarding the Student Safety Action Plan and the Safeguarding Children, Young People and Adults at Risk Action Plan. Regular external guest speakers with subject matter expertise are invited to provide insights on developments in the field.

2019 RESPECT. NOW. ALWAYS. ACTION PLAN (NOW KNOWN AS THE STUDENT SAFETY ACTION PLAN)

In 2019, ACU developed a Respect. Now. Always. Action Plan, which included 38 action items to address the recommendations of the Change the Course report and requirements under the Higher Education Standards Framework Section 2.3 Wellbeing and Safety. In 2021, the plan was renamed the Student Safety Action Plan, and a further 26 actions were added. As of November 2023, there were 64 action items in total including 38 ongoing, 23 completed, two in progress, and one on hold.

SAFEGUARDING AND STUDENT SAFETY TEAM

In 2019, ACU established the role of National Safeguarding Officer to govern and oversee the implementation and delivery of ACU's Respect. Now. Always. Action Plan. The role was renamed National Manager, Safeguarding and Student Safety in 2021, and in 2023 a full-time Student Safety Coordinator was employed, forming the Safeguarding and Student Safety team.

2020 STUDENT SEXUAL MISCONDUCT PREVENTION AND RESPONSE POLICY AND PROCEDURE

In 2020, following extensive consultation, the Student Sexual Misconduct Prevention and Response Policy and Procedures were launched. In 2023, the policy and procedures were fully rewritten to reflect best practice standards in trauma-informed response, and feedback from operational experience.

2023 STUDENT SAFETY WORKING GROUP

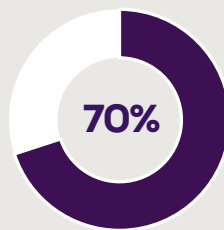
In 2023, the Student Safety Working Group was established to increase engagement with diverse student cohorts in policy, strategy and initiative development. The group provides a platform for students to give feedback, pose questions, express concerns, and offer suggestions regarding student safety at ACU.

3. Prevention – education and awareness

ACU believes that primary prevention approaches such as education and awareness campaigns are important in preventing sexual assault and sexual harassment. In alignment with the university's mission, we are committed to promoting norms, culture and values that deeply embed gender equality within our community. We are continuously striving to work alongside students to develop targeted prevention initiatives. In 2023, ACU implemented the following strategies and programs.

RESPECTFUL RELATIONSHIPS MODULE

In 2023, ACU introduced a compulsory respectful relationships online training module to ensure all commencing ACU students understand the university's expectations around healthy relationships, safety and consent, and seeking support when needed. Students must complete this module within the first 12 months of commencing their studies. In 2023, 7,165 commencing students completed the Respectful Relationships Module. This bespoke module was developed by ACU's Safeguarding and Student Safety team and includes scenarios based on real-life situations. The examples involve a range of different sexual harm scenarios such as an unwanted request for nude photos and unwanted touching experienced on a university placement. A trauma-informed exemption process was created for any students who thought engaging in the module would cause distress. A feedback survey showed that:



70% of students who completed the module indicated they had an increased understanding of sexual harassment, sexual assault, family and domestic violence, and consent.



100% of students who completed the module said they felt more confident about ACU reporting and support options if they, or someone they know, are a victim-survivor of sexual harassment, sexual assault, or family and domestic violence.

STUDENT AND STAFF TRAINING

ACU's Safeguarding and Student Safety team worked with a range of areas across the university to design and deliver tailored educational programs and packages for students and staff. In 2023, training was delivered to 169 staff and 168 student leaders, in addition to the 7,165 commencing students who completed the online Respectful Relationships Module.

TRAINING	AUDIENCE	OVERVIEW
Introduction to MATE (Monitoring Action Through Empowerment) Bystander Awareness Program	Staff	A short training program designed to give staff a snapshot of the MATE Bystander Awareness Program. The training is designed to give staff confidence to speak out and offer help if they witness disrespect, sexual misconduct or any other harmful behaviour.
Creating Respectful Workplaces (MATE)	Staff	Gender-based violence prevention program developed by Griffith University that aims to make the complicated and diverse issues of violence accessible to the general population by engaging participants in discussion about abusive behaviour and how to avoid creating a culture that accepts and ignores gender inequality.
Residential student safety	Students	Compulsory training for all ACU residential students about appropriate and inappropriate behaviour, signs and indicators of family and domestic violence, reporting options, support services and bystander intervention.
MATE Bystander Awareness Program	Students	An education and intervention program designed by Griffith University on how to be leaders in the prevention of gender inequality, violence and harmful behaviour.
Student safety	Staff & Student Leaders	An educational training program that has been designed to outline ACU's expectations of students regarding respectful and safe behaviours as well as equip staff and student leaders with the knowledge and confidence to support a student who discloses, through a trauma-informed victim-centric approach.
Trauma-informed intersectionality training	Disciplinary Committee	In 2023, ACU introduced compulsory trauma-informed intersectionality training for university discipline committee members. No member of a disciplinary committee is allowed to sit on a sexual misconduct panel without completing the training. The training aims to educate and upskill the disciplinary committee on trauma-informed responses, intersectionality, and the university's processes regarding sexual misconduct hearings to ensure transparency, consistency, and protection of all parties.

RESPECT @ UNI WEEK

In 2023, all seven of ACU's campuses participated in Respect @ Uni Week. Respect @ Uni is an initiative created by a network of Victorian Universities which aims to demonstrate solidarity within the higher education sector in promoting respectful cultures on campus. ACU expanded this campaign nationally on all of its campuses. The theme of the week was 'Be the Change'. During Respect @ Uni Week, the Safeguarding and Student Safety team ran activities and events on all seven ACU campuses, led by local Safety Support Officers and the Student Life team. The objectives of the campaign included:

- reinforcing the message that sexual harassment and sexual assault are never acceptable
- continuing to raise the visibility of the support services available to students
- providing an opportunity for the Safety Support Network to engage with students
- providing students an opportunity to ask questions, provide feedback and suggestions, and bust myths around sexual harassment, sexual assault, and reporting at ACU

ACU plans to continue to hold Respect @ Uni as an annual event and, in 2024, it will be delivered via a whole-of-university approach involving both staff and students.

4. Response

RESPONDING TO DISCLOSURES

ACU believes an appropriate and respectful response to both victim-survivors and individuals using harmful behaviours is critically important to preventing and eliminating sexual assault and sexual harassment. ACU has taken steps to ensure information about reporting avenues and support services is widely disseminated and easily accessible by students and staff.

The Safeguarding and Student Safety team provides trauma-informed support for students who disclose incidents of sexual misconduct. The Safeguarding and Student Safety team acknowledges the courage and bravery involved in disclosing sexual harm. The team's 'no wrong door' approach ensures students receive care and attention regardless of whether the incident is university related or non-university related. ACU is committed to continually improving our support service and processes and being victim-centric in every aspect of our interactions with individuals who have disclosed or reported sexual misconduct.

Report handling process

ACU students can report and disclose incidents of sexual harm to the university in various ways. This enables students to choose the options that feel most comfortable and appropriate for them. Students can report directly in person or over the phone to the Safeguarding and Student Safety team, a Safety Support Officer, an ACU Counsellor, or any ACU staff member a student trusts. Alternatively, students can report online via a reporting form available on ACU's Respect. Now. Always. webpage or through the ACU student portal. Additionally, students can report via ACU's National Security Centre by calling 1300 729 524 or using the SafeZone App.

Students can report sexual harm to ACU regardless of where or when the incident occurred and whether the incident involved ACU members or not. While there are separate handling processes for sexual misconduct reports against students and against staff, both processes share a common trauma-informed approach:

- assigning an individual team member as the point of contact for the disclosure throughout the student's chosen process
- handling the disclosure in a timely manner
- explaining the process and providing all relevant information about reporting options and actions that may be taken with the student's consent
- providing information about internal and external support services
- handling the disclosure with significant attention to processes that enact privacy and confidentiality of both victim-survivors and perpetrators.



5. Improvement initiatives

The 2021 National Student Safety Survey revealed that a high percentage of ACU students know nothing or very little regarding where to report instances of sexual harassment (57.4 per cent of respondents) and sexual assault (61.1 per cent of respondents). Also, a large cohort of students reported knowing nothing or very little about seeking support for sexual harassment and sexual assault (52.2 per cent and 48.4 per cent of respondents). These figures were approximately 5 per cent to 10 per cent higher than the national average. ACU has introduced several initiatives in response to the survey findings.

STUDENT SEXUAL MISCONDUCT ONLINE REPORT FORM

The Student Sexual Misconduct Online Report Form was created and launched in 2022. The online form aimed to improve the accessibility for students to report and to provide an alternative online pathway for students to make a disclosure or report. All reports are received directly by the Safeguarding and Student Safety team and are treated with utmost confidentiality. Students are able to remain anonymous and any student who discloses their details can choose how they would like the Safeguarding and Student Safety team to contact them and what support and assistance they would like.

REVISED STUDENT SEXUAL MISCONDUCT PREVENTION AND RESPONSE PROCEDURE

All disclosures received by ACU are handled under the guidelines of the [Student Sexual Misconduct Prevention and Response Procedure](#). In 2023, the procedure was amended by including a requirement that formal reports would be subject to investigation and reporting by an external investigator. This step helps to ensure that ACU's processes are consistent, transparent, and free from bias or conflict. The university considers the investigator's report and, where indicated, refers the matter to a disciplinary committee constituted in accordance with the [Student Conduct Policy](#). A finding of sexual misconduct against a student may result in suspension, withdrawal, exclusion, education commitments, counselling, an apology, or fines as deemed appropriate by the disciplinary committee.

SAFETY SUPPORT NETWORK

The Safety Support Network was launched in June 2022. The Safety Support Officers in the network are specially trained academic and professional staff who volunteer their time to assist and support students who disclose sexual harm or any other unwanted or unwelcome behaviour. The Safety Support Officers function as a network of first responders locally on each campus.

The Safety Support Network is a central point of contact for any student or staff member seeking support, information, advice, or a response to concerning or inappropriate behaviour. The introduction of the Safety Support Network has significantly enhanced the visibility of reporting options and support for students.

The Safety Support Network has helped to increase ACU staff awareness of the signs and impacts of sexual assault and harassment. The training for the Safety Support Officers in the network emphasises showing leadership within the ACU community in ensuring all students receive a trauma-informed and compassionate response when sexual harm is disclosed. Having Safety Support Officers on each campus means that students have increased opportunities to make a disclosure to a staff member with whom they have an existing relationship, and someone who is available on their own campus.

In 2023, the Safety Support Network had 51 Safety Support Officers from across all seven ACU campuses, up from 34 members in 2022. ACU aims to grow this number in 2024 to further support students. The Safety Support Network now receives over 50 per cent of all reports of sexual harm, domestic and family violence or other unwelcome behaviour that are received by the Safeguarding and Student Safety team annually.

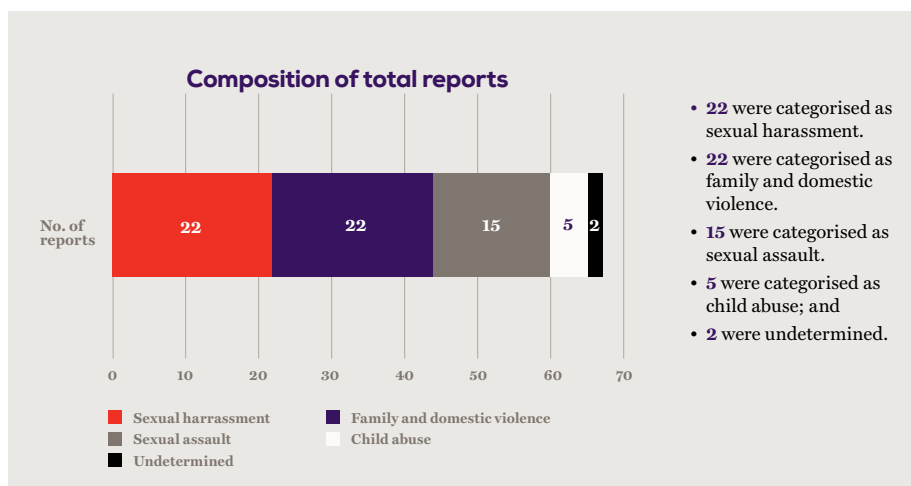
6. Student reports and disclosures of sexual misconduct

This section provides data on disclosures and formal reports of sexual harassment, sexual assault, family and domestic violence, and child abuse that were received by ACU's Safeguarding and Student Safety team during the period from 1 January 2023 to 31 December 2023.

In 2023 the Safeguarding and Student Safety team assisted 66 students with disclosures or reports of sexual harassment, sexual assault, family and domestic violence, and child protection incidents and an additional 15 students who presented with other types of welfare concerns. ACU's People and Capability team recorded one staff member who reported sexual misconduct perpetrated by another staff member in 2023.

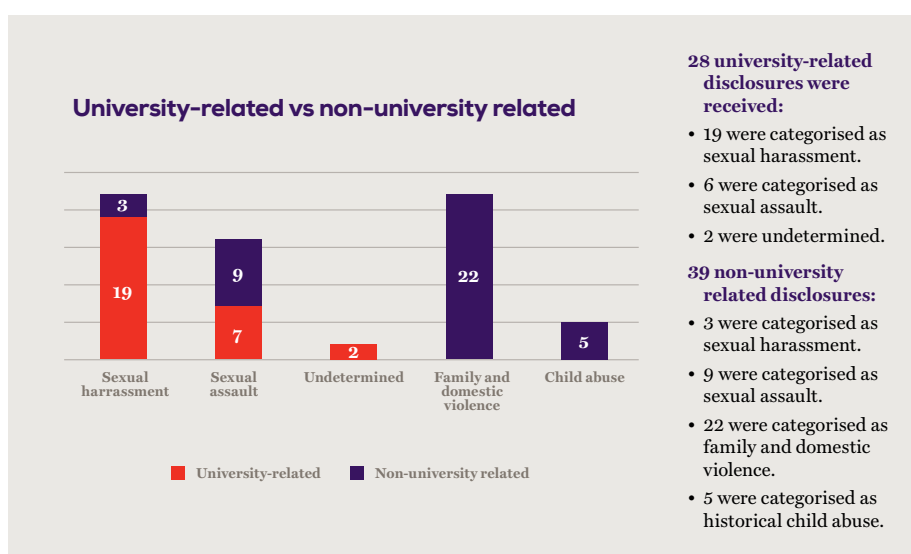
DISCLOSURES OVERVIEW

Of the total 67 disclosures/reports received, 41.7 per cent were university related (n=28); and 58.2 per cent were non-university related (n=39):



Of the 28 university-related disclosures received in 2023, 10 resulted in formal reports leading to university action¹:

- Three resulted in an external investigation and penalties applied².
- Two resulted in mediations.
- One resulted in a referral to an external organisation.
- One resulted in an internal investigation.
- Two resulted in the termination of a contractor.
- One proceeded as a general student misconduct matter.

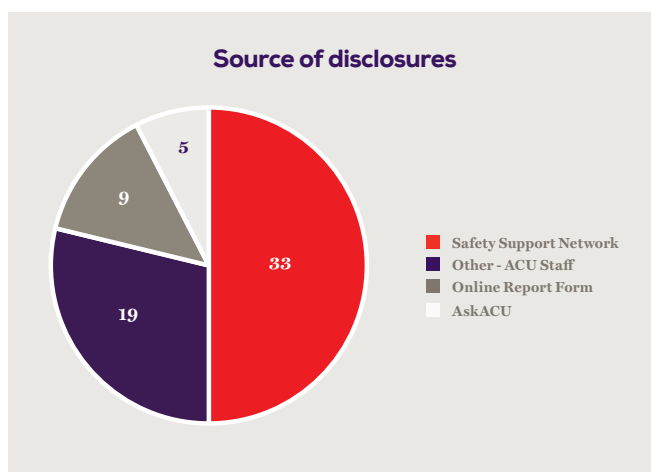
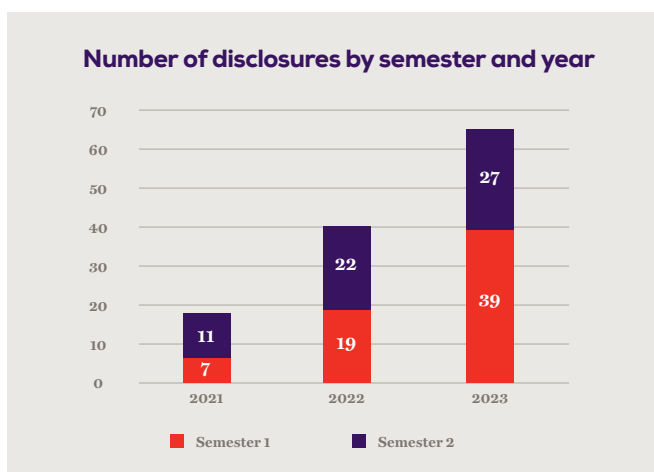


¹ When victim-survivors disclose that they have experienced sexual assault, sexual harassment, family and domestic violence, or child abuse without providing further details of the incident, or if they choose to remain anonymous, such incidents are classified as disclosures. In these cases, victim-survivors are provided with assistance and support where possible, but no further action is taken by the university. The university categorises all incidents based on the victim-survivor's description of the conduct. Where an incident is university-related and the victim-survivor has consented for the university to take action, the disclosure progresses as a formal report.

² Of the three external investigations conducted, two reports were substantiated whilst one was deemed not to be sexual misconduct and was referred to Student Conduct for Discipline Action.

DISCLOSURE DATA

Following the introduction of the Safety Support Network in June 2022, ACU has seen significant growth in the number of student disclosures from 17 in 2021, to 41 in 2022, and to 66 in 2023. This growth is likely due to the visibility of the Safety Support Network and the increase in confidence students have in the University's support services and processes. The success of the Safety Support Network is also evidenced by the number of disclosures received through the network. In 2023, referrals from the Safety Support Officers accounted for 50% of all reports received by the Safeguarding and Student Safety team.



TRENDS IDENTIFIED IN 2023

- 22 disclosures of **family and domestic violence** were recorded in 2023. While this number is not disproportionate to wider community levels of family and domestic violence, it is concerning that students are impacted by this trauma. The Safeguarding and Student Safety team works closely with students experiencing family and domestic violence to prepare and develop safety support plans, coordinate academic adjustments, and assist them in continuing their studies.
- Nine disclosures or reports related to **sexual misconduct incidents on placements** were recorded in 2023. Recognising the seriousness of these incidents, the Safeguarding and Student Safety team is working proactively with ACU Schools and Faculties to address this pressing concern.
- Five disclosures related to **historical child abuse** were recorded in 2023. This number is not disproportionate to the level of incidents being experienced in the wider community. An Australian Child Maltreatment Study, released in April 2023, identified that 62 per cent of Australians have experienced one or more types of maltreatment as a child (under 18 years of age). The release of the mandatory ACU Protecting Our Children: Recognising and Responding to Child Maltreatment module in 2024 may increase disclosures of historical child abuse in coming years.



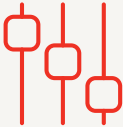




MERCY



7. Key priorities for 2024

ACU is committed to continual improvement measures, and promoting awareness of sexual misconduct and the reporting and support options available for students who have experienced harm. In 2024, ACU has identified five priority areas:

PRIORITY 1	PRIORITY 2	PRIORITY 3	PRIORITY 4	PRIORITY 5
 <p>Making the Respectful Relationships module compulsory for all students, not just commencing students</p>	 <p>Developing and implementing a compulsory Protecting Our Children: Recognising and Responding to Child Maltreatment module for all students</p>	 <p>Improve case management and reporting systems to efficiently manage and store reports and disclosures</p>	 <p>Continue our participation in the Respect@Uni Week</p>	 <p>Begin implementation of the anticipated new National Higher Education Code to Prevent and Respond to Gender-based Violence</p>

