

**Implementation of recommendations from *Change the course:*
National report on sexual assault and sexual harassment at Australian universities**

University name: Australian Catholic University		
Recommendation no.	Action already taken	Planned/future action
1 Advisory Body	<ul style="list-style-type: none"> • Established an RNA Advisory Committee (RNAAC) for consultation and advice with representatives from academic staff, senior staff, students, student accommodation, student services and members of NSW Police. Three RNAAC meetings are scheduled each year. • Developed an ACU Action Plan (Log) consisting of activities and strategies under five sections: <ul style="list-style-type: none"> - Governance - Systems and Processes - Facilities - Communication - Training and Support • Submitted an RNA Briefing Paper to ACU Senate in July 2017. • Provided updates to the ACU Standards and Compliance Committee in relation to TEQSA's <i>Higher Education Standards on Wellbeing and Safety</i> in November 2017 and April 2018. • The University's progress towards implementation of the AHRC's recommendations published in September 2018. • Submitted RNA Progress update to the ACU Senior Executive Group in February 2019. 	<ul style="list-style-type: none"> • The RNA Advisory Committee consisting of staff and students of the University and external stakeholders meets three times a year for consultation and advice on the implementation of the University's Action Plan (Log). • Progress on the implementation of ACU Action Plan (Log) is reported to the Deputy Vice-Chancellor (Education) and the Vice-Chancellor. • The University's progress towards implementation of Australian Human Rights Commission's recommendations which are published on the ACU website to be updated March 2019 and September 2019.



<p>2 Education Programs and Communication</p>	<ul style="list-style-type: none"> • Developed and published online resources on the Student Portal: <ul style="list-style-type: none"> ○ How to report a safety issue including sexual assault and sexual harassment ○ ACU support services and external support contacts ○ Definition of sexual assault, sexual harassment and consent ○ Safety in relationships and in the community ○ Ethical bystander behaviour ○ Mental Health First Aid (MHFA) Program ○ Relevant ACU policies and procedures • RNA promotion during O-Week and in student orientation sessions. • Forms for participation within Student Enrichment and Health, Sport and Wellbeing include a declaration by student/staff of their commitment to a safe and inclusive environment for students free from discrimination, sexual assault or sexual harassment at ACU events and activities. • Effective risk management implemented for student social events including the safe service of alcohol. • Collaboration with Student Association on initiatives for a safer campus, e.g. peer-to-peer communications via video and regular news feeds on the Student Portal. • Collateral promoting safety on campus distributed to students at Orientation, Campus events and student accommodation. • Introduced a facilitated discussion session on respectful relationships for all commencing UG students as part of a compulsory unit – the UNCC100 ‘Self and Community’. • Communication Plan developed for implementation in 2019 with details of all communication activity for students and staff. 	<ul style="list-style-type: none"> • Development and implementation of a ‘Consent Training’ and ‘Bystander Behaviour Training’ for all students. • Continue to promote respectful relationships and behaviours through various communications on the Student Portal, at campus events and within student accommodation. • Development and implementation of a training program for staff on responding to disclosures of sexual assault or sexual harassment.
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<p>3</p> <p>Awareness of Support Services and Reporting Process</p>	<ul style="list-style-type: none"> • RNA information is available on the ACU public website and on the Student Portal. • An information sheet and a flowchart to guide staff in the policies for responding to a student report of sexual assault and sexual harassment is available. The documents are published on the ACU Policy site: https://www.acu.edu.au/policy/1339780 • An RNA Communication Plan 2018 has been implemented. An RNA Communication Plan 2019 has been developed targeting all students, residents at the ACU Managed Residences and current staff. • Information on support services available on the Student Portal. Adoption of the SafeZone app and drop-in counselling services have been promoted. 	<ul style="list-style-type: none"> • RNA section on the ACU Staff Site to be developed in 2019. This is in addition to the public website and the Student Portal. • Implementation of actions in the RNA Communication Plan 2019. • Draft guide for staff (Flip-Book) has been developed to assist with responding to incidents relating to student safety and wellbeing. This will be published in 2019. • Review and implement the training modules for staff and students developed by UA. Available in 2021.
<p>4</p> <p>Review of University Policies</p>	<ul style="list-style-type: none"> • ACU policies, procedures and processes in relation to sexual assault and sexual harassment have been reviewed. A standalone Policy and Procedure for students – ‘Student Sexual Misconduct Prevention and Response Policy and Procedure’ is currently in draft. • Policies and their associated procedures or guidelines have been updated and include: <ul style="list-style-type: none"> ○ <i>Critical Incident Management Policy</i> ○ <i>Discrimination and Harassment Policy</i> ○ <i>Student Conduct and Discipline Policy</i> ○ <i>Student Complaint Management Policy</i> • The University Critical Incident Management Policy now has a separate reporting section for sexual assault and sexual harassment. • A new <i>Policy on Managing a Student Threatening Self-Harm</i> was developed and implemented in April 2018. 	<ul style="list-style-type: none"> • ‘Student Sexual Misconduct Prevention and Response Policy and Procedure’ to be finalised and implemented in 2019. • Office of General Counsel engaged to review draft ‘Student Sexual Misconduct Prevention and Response Policy and Procedure’. • Continue to undertake internal reviews of existing university policies and processes. This will extend to policies and procedures in relation to sexual assault and sexual harassment. Findings and recommended actions will be reported to the RNA Advisory Committee. • Review and enhance the University’s current policies and supporting resources according to UA’s best practice guidelines. To be released in 2021.

<p>5 Training for Responding to Disclosures of Sexual Assault and Sexual Harassment</p>	<ul style="list-style-type: none"> • Student Leaders have been identified for training on ACU's commitment to a safe environment for its students. This is included in Student Association/Clubs and Society Leader's Induction Seminar and Training Sessions. 	<ul style="list-style-type: none"> • Stakeholders more likely to receive disclosures of sexual assault and sexual harassment will be identified for specialist training to be developed. • UA's principles to guide interaction between supervisors and postgraduate students are being adopted. RNA Advisory Committee will be seeking progress updates. • First responder training program to be developed by UA for all staff and student leaders will be reviewed when available.
<p>6 Data Collection and Reporting</p>	<ul style="list-style-type: none"> • Relationship between the University Critical Incident Management System, Reporting Incidents and Injuries on Riskware, Counselling Database and Reportable Student Incident Register currently under review to streamline the monitoring and reporting of student incidents. 	<ul style="list-style-type: none"> • A streamlined system and processes to collect and store confidential information related to disclosures and reports of sexual assault and sexual harassment will be in place in 2019. • Provide de-identified reports of sexual assault and sexual harassment incidents to the Vice-Chancellor every six months.
<p>7 Audit of University Counselling Service</p>	<ul style="list-style-type: none"> • An external review of the Office of Student Success Directorate, including Counselling, was conducted in 2016. • The capacity of the Counselling Service to respond to students' request for counselling was internally reviewed in 2017. Waiting times are continuously monitored. • All ACU counsellors are qualified psychologist with APA accreditation or qualified social workers registered with the AASW and have at least 5 years clinical experience. • ACU counsellors have undertaken specialist professional development in the area of sexual assault and trauma. This was conducted by Canberra Rape Crisis Centre, CASA House (The Centre Against Sexual Assault) and Northern Sydney Sexual Assault Service. 	<ul style="list-style-type: none"> • A new student appointment system is due for implementation in May 2019 which will enable a closer monitoring of student waiting times for appointments, will provide students with reminders of appointments and provide the capacity for enhanced reporting including the number of urgent/crisis requests for counselling.

	<ul style="list-style-type: none"> • ACU counsellors have had training on working with gender diverse clients through Queer Space. • ACU counsellors have access to trauma specialists for referral of students as needed. 	
8 National Student Survey	<ul style="list-style-type: none"> • ACU is committed to participating in the proposed follow-up national student survey in three years' time. 	<ul style="list-style-type: none"> • Participate in the national survey in 2019/2020.
9 Review of Residential Colleges and University Residences	<ul style="list-style-type: none"> • An external review of the Student Engagement and Services Directorate, including ACU's accommodation service (Living and Learning Communities), was conducted in 2016. • Ongoing training including the upholding of principles in the <i>ACU Student Accommodation Handbook</i> and reportable student incident protocol processes has been provided for all staff at the ACU Living and Learning student accommodation campuses. • 'RNA Statement' is included in the <i>ACU Student Accommodation Handbook</i> and is part of the formal lease documents signed by residents before check-in occurs. • Letter from the Deputy Vice-Chancellor (Education), emphasising zero tolerance for sexual assault and harassment, is distributed to all residents of ACU student accommodation in NSW (Camperdown), ACT (Canberra) and Vic (Ballarat). The letter was distributed in September 2017, April 2018 and will be distributed in early 2019. • Further work has occurred with interviewing students' suitability to live in student accommodation. • The University Critical Incident Management Policy now has a separate reporting section for sexual assault and sexual harassment. 	<ul style="list-style-type: none"> • New processes continue to be implemented which include the interview of each student before an offer is made for a bed in student accommodation. • Staff at the ACU student accommodation will undertake further specialist training. • A review of ACU student accommodation, focussing on factors which contribute to sexual assault and sexual harassment and the level and nature of staff supervision, is planned. The review will also address the current Learning and Living Communities Model which will provide opportunities for the University to improve its position in response to any sexual harassment and assault in student accommodation settings. • Resources related to RNA will continue to be promoted to staff and students within ACU student accommodation. • Additional programs to support the Living and Learning culture will be employed in 2019 including academic support and faith- based programs.