

Western's progress aligned to recommendations made by the Council of Australian Postgraduate Associations (2017)

Recommendation	Achieved?	Summary	Further information
1 Ensure adequate resourcing of support staff in anticipation of the survey result release	Yes	<ul style="list-style-type: none"> - Student leaders briefed - Same day counselling appointments - Liaison with NSW Health Sexual Assault Services in 3 geographical locations 	
2 Information provision for survivors and their supporters	Yes	<ul style="list-style-type: none"> - Senior Executives reinforce zero tolerance to sexual offences across the Western community - Clear offers of support and instructions on accessing appropriate shorter and longer support communicated and displayed widely on all campuses and all Western online channels – Western sexual assault service brochures, RNA-student-ambassador designed posters, safety cards (2 styles) and wallet-sized brochure aimed at international students in 5 languages plus English, and student paper editorials and feature pieces. - Bespoke messaging to target audiences, including international students, LGBT+, hearing and vision-impaired. 	
3 Creation of University Taskforce	Yes	<ul style="list-style-type: none"> - Terms of Reference developed (October 2017). 	

		- Taskforce meetings held quarterly featuring student representatives, heads of school, project leads, specialists and Senior Executives.	
4 Commence review of policy, processes, protocols	Yes	Sexual Offences Response policy developed including flowchart (incorporating input from the Gendered Violence Research Network (GVRN) published February 2018.	GVRN, Macquarie University and other groups reviewing all relevant policies, procedures and protocols to determine best practice and survivor-centric policies and guidelines for responding to disclosures of sexual offences.
5 Institute reporting at governance bodies	Yes	- Complaints Resolution Unit (CRU) receives and registers reports of sexual offences on the Complaints Handling System securely. Parameters regarding collecting information have been established with the Office of Legal Counsel, the Counselling Service and Campus Safety and Security, consistent with AHRC guidelines.	CRU liaising with Office of VC including comparison of year-on-year de-identified data.
6 Review all communications materials	Yes	Communication Plan developed and rollout of initiatives commenced, featuring Student Ambassadors poster display across all campuses, website updates including Change the course institutional response, student media, RNA social media, and promotion of RDVSA-approved best practice materials and activities designed and produced in conjunction with Ambassadors including at student-facing events.	- The RNA team continues to review, produce and disseminate communications materials which align to trauma-informed, empowering and positive messaging promoting respectful relationships. - Respectful and Responsible available January 2018. - Respect Now Always app including reporting portal developed and available June 2018.
7 CAPA / Vice Chancellor's meeting	For decision by		

	Universities Australia.		
8 Implement a stand-alone sexual assault and sexual harassment policy	Yes	Sexual Offences policy developed including flowchart published February 2018.	Reviews by Macquarie University, GVRN and others.
9 Resourcing: ensure specialised staff to support students	Yes	<ul style="list-style-type: none"> - RNA team developed (3 staff with counselling and sexual offences response experience) - Ambassadors trained in responding to disclosures. - First Responder staff self-disclosed and identified - Counsellors trained in Trauma-informed care in June and October 2017. 	8+ GVRN First Responder and General information sessions offered throughout 2018 across all campuses and widely publicised among staff and student body.
10 Reporting and investigative structures	Yes	Complaints Unit established; Complaints Resolution Unit (CRU) receives and registers reports consistent with AHRC guideline and liaises with VC.	Ongoing review with the Office of Legal Counsel, the Counselling Service and Campus Safety and Security regarding how and what information is collected and stored to ensure continuous improvement.
11 Community standards	In progress		For further consideration – feedback sought from other Universities as to their stance on this issue.
12 Pre-arrival information	Yes	<ul style="list-style-type: none"> - Implementation of University-wide Communications Plan including for all new student-facing events and media (Aug 2017). - Consent matters and other educational materials widely disseminated. 	<ul style="list-style-type: none"> - <i>Respectful and Responsible</i> online training module to be compulsory for all students to complete - communication strategy to be determined.

		<ul style="list-style-type: none"> - Awareness campaign involving Student Ambassadors across all campuses and targeting both all students and identified cohorts EG residents, UniGames athletes, Ask Us Assistants and Student Collectives, in events including Diversity Fest, Spring Fair, O-Weeks and Western Fair. - Ambassadors trained in Sex, Safety and Respect Training - Community liaison including Richmond Reclaim the Night (October 2017) 	<ul style="list-style-type: none"> - Review of online training modules to be made available to new and existing staff currently underway. - RNA student leader training portal published January 2018 with a suite of modules, including Consent and Responding with Compassion for registered Ambassadors.
13 Institute first responder training	Yes	<ul style="list-style-type: none"> - Staff and student representatives EG Queer and Women's Officers most likely to receive disclosures of sexual assault and sexual harassment have been identified and trained in either Sex, Safety and Respect, Responding to Disclosures or in-house. Many of these are assisting with training in CLV and other audiences. - All or key staff Counselling, Disability and Welfare, Badanami, Chaplaincy, Student Representation and Participation, PASS and Student Central will complete training in Responding to Disclosures of Sexual Offences. - Campus Safety & Security, Welfare, Residential Assistants, Campus Life, Chaplain and Counsellors to attend First Responders training. - Student Services staff, having completed the 'Sex, Safety and Respect' training are now assisting with 	

		the delivery of 'Sex, Safety and Respect training' across the University and with CLV.	
14 Higher Degree by Research (HDR) students	Yes	Western's Pro Vice-Chancellor (Research and Graduate Studies) is especially proactive in this field - as a Taskforce member, initiating a 'Respectful Research Cultures' workshop in his role as Chair of the ACGR (2018), embedding RNA content in supervisor professional development and its GCREDI student training and actively recruiting HDR Respect. Now. Always. Student Ambassadors.	
15 Stronger systems to support students in residential environments	Yes	<ul style="list-style-type: none"> - Commitment by Campus Living Village (CLV) to improve support and encourage and educate re: positive behaviours: - Clear policies and controls regarding the remit of student leader positions and staff in residential areas; - Clear policies on room access; - Clear community standards and student residents' rights; - Clear reporting guidelines, including reporting to the University or external support organisations; and - Policies that re-establish safety for affected students - Prompt responses by CLV to reports of sexual assault and sexual harassment. 	<ul style="list-style-type: none"> - As Campus Living Villages is an independent provider, discussions will be held between the University and the CLV Board level regarding an independent and expert-led review of the factors which contribute to sexual assault and sexual harassment. - Continued review and improvements made to the way that College or University residences respond to reports of sexual assault and sexual harassment with support from Student Services (it should be noted that the WSU Misconduct rule applies to CLV so that misconduct of any type is reported to the University for further action as relevant).

		<ul style="list-style-type: none"> - A trauma-informed approach through training of Residential Assistants (RA) and managers regarding situations should allegations be made. - Equipping RAs to serve as first responders in matters of sexual assault and harassment through gender-based violence prevention and sexuality programs, including First Responders training, Sex, Safety and Respect training and Positive Bystander intervention training. 	
<p>16 Establishing community campaigns for primary prevention</p>	<p>Yes</p>	<ul style="list-style-type: none"> - Aug 2017: Implementation of University-wide Communications Plan (including use of digital screens). - Aug 2017: Continued development and review of Sexual Harassment and Sexual Assault plan with a focus on regular review of the gap analysis to guide future action. - <i>Consent Matters</i> now available on student portal on vUWS for voluntary completion by students. Students emailed and notified on Facebook. - Establishment of Respect. Now. Always. Ambassador Facebook page. - Recruitment of a RNA Project Officer and Project Support Assistant. - Implementation of awareness campaign (including involvement of Student Ambassadors) in relation 	<ul style="list-style-type: none"> - <i>Respectful and Responsible</i> online training module to be compulsory for all students to complete - communication strategy to be determined. - Review of online training modules to be made available to new and existing staff currently underway. - RNA Portal (SLT) with a suite of modules, including Consent and Responding with Compassion, for registered Ambassadors currently underway. - Early 2018: Further development of culturally sensitive, targeted information provided to international students during international student orientation. - In conjunction with Campus Safety and Security, 'Ask Us' assistants to be trained in consent, sexual harassment and

		<p>to what constitutes sexual harassment and sexual assault.</p> <ul style="list-style-type: none"> - 10/08/17: Bystander intervention training delivered to Uni Games Student Managers - 15/08/17: 2 x sessions of Bystander intervention training delivered to Uni Games Students, Campbelltown campus. - Aug 2017: Spring Fair stalls planned and delivered across Parramatta City, Kingswood, Campbelltown, Hawkesbury, Bankstown, Parramatta South and Blacktown (Nirimba) campuses. - 11/09/17: Sex, Safety and Respect Training delivered to RNA Ambassadors at Parramatta South. - Diversity Fest stalls planned and delivered across Parramatta City, Kingswood, Campbelltown, Hawkesbury, Bankstown, Parramatta South and Blacktown (Nirimba) - 04/10/17: Diversity Fest – A conversation about Consent, Special Event held. - 26/10/17: Presence at Reclaim the Night held at Richmond Cottage. - Nov 2017: Sex, Safety and Respect training delivered to CLV. - For 2018 Program see calendar 	<p>responding to disclosures of sexual assault.</p> <ul style="list-style-type: none"> - Bystander intervention training delivered to Uni Games Student Managers. - Bystander intervention training delivered to Uni Games Students, Campbelltown campus.
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<p>17 Students are valued as equal members of the University community</p>	<p>Yes</p>	<p>Students form an intrinsic part of Western’s RNA campaign by:</p> <ul style="list-style-type: none"> • Contributing to policy reviews; • Acting as RNA Student Ambassadors • Permanent presence on the Taskforce; • Informing communications plans and events; • Carrying out and supporting student engagement activities; • Designing materials; • Reviewing all program developments; • Designing, delivering and/or co-delivering training sessions; and • Disseminating communications via Collectives and other student channels. <p>Western acknowledges the contribution of student ambassadors, through:</p> <ul style="list-style-type: none"> • Formal training opportunities such as RNA Student Leadership Training, Responding to Disclosures and Sex, Safety and Respect; • Networking opportunities; • Internship opportunities; • Work experience; and 	
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		<ul style="list-style-type: none"> • Formal acknowledgement. 	
<p>18 A commitment to ongoing reporting and periodic reviews</p>	Yes	<ul style="list-style-type: none"> - Annual review of all training materials including the Monash-adapted app. - Annual review of Sexual Offences and Reporting policies. - Monitoring, programming and implementation of UA, CAPA and AHRC updates as they arrive. - Annual review of student ambassador engagement. - Ongoing review of RNA Working Group Action Plan items and recommendations. - (At least) bi-annual face-to-face review and feedback sessions with RNA project staff and student ambassadors to discuss campaign progress and other issues. - Implementation and review of accountability measures across key stakeholder groups, taken from samples of: <ul style="list-style-type: none"> ○ College students, ○ International College students, ○ Stakeholders across all campuses, ○ First year undergraduates, ○ HDR students, 	

		<ul style="list-style-type: none"> ○ HDR supervisors, ○ Teaching staff, ○ Teaching staff in STEM schools, ○ Professional staff, ○ Student Services staff, ○ Campus Safety and Security, ○ Complaints Resolution Unit and ○ CLV. 	
19 Three year review	Due in 2020	<ul style="list-style-type: none"> - On behalf of the sector, Universities Australia has committed to conducting the survey at three yearly intervals. - WSU supports this and will fully participate in future surveys and has committed to repeating the survey in 2020. 	