

## **Respect Now Always Task Force**

### **Terms of Reference**

#### **Background**

Western Sydney University is committed to providing campuses which are free from sexual harassment and sexual assault. In 2016, The University along with other Australian Universities supported screenings of the Hunting Ground to raise awareness of sexual harassment and sexual assault and the seriousness of these crimes.

Throughout 2016 and 2017, The University has developed primary, secondary and tertiary interventions to ensure students and staff are aware of what constitutes sexual harassment and sexual assault, how to report these offences and supports available both internally and externally to The University. Interventions include promotional campaigns, (both digital and print media), information and awareness stalls, collaboration with Student Representation and Participation, including the engagement of both staff and students in the Respect. Now. Always. Working Party (partnership), and the development of the Respect. Now. Always. Student Ambassador program, in collaboration with The Academy. Educational interventions have included consent and bystander intervention training to high risk groups, Sex, Safety and Respect Training to student leaders, student ambassadors and Residential Assistants (Campus Living Villages) and completion of Consent Matters by Student Ambassadors.

During 2016, The University participated in the Human Rights Commission survey on Sexual Harassment and Sexual Assault. Following the release of survey results, The University has committed to implementing Universities Australia's recommendations in relation to preventing sexual harassment and sexual assault and supporting those students and staff who are impacted by sexual harassment and sexual assault. As a component of these recommendations, The University will establish a Task Force. The Respect Now Always Task Force will replace the current student/staff Working Party and will include specific representation from the University Executive.

#### **1. Terms of Reference**

The Respect Now Always Task Force will:

- a. Provide input into the implementation of all recommendations made by Universities Australia, in relation to Sexual Harassment and Sexual Assault and



- provide these recommendations to the Western Sydney University Executive;
- b. Collaborate with the Western Sydney University Sexualities and Genders Research Network to provide input into primary, secondary and tertiary interventions in relation to the management of sexual harassment and sexual assault, ensuring these interventions are based on sound theoretical research;
  - c. Collaborate with Equity and Diversity and The University Legal Counsel to make recommendations to the Western Sydney University Executive and the Vice-Chancellor regarding Western Sydney University sexual harassment and sexual assault policies and procedures;
  - d. Collaborate with Equity and Diversity and the ALLY network to ensure inclusion of GLBTIQ+ diversity and equality issues in relation to sexual harassment and sexual assault;
  - e. Collaborate with CALD groups to ensure cultural equity and sensitivity in the delivery of primary, secondary and tertiary interventions;
  - f. Collaborate with Equity and Diversity and disability services and units, to ensure equity and sensitivity in the delivery of primary, secondary and tertiary interventions;
  - g. Collaborate with Campus Living Villages to provide residential students with access to primary, secondary and tertiary interventions in relation to the management of sexual harassment and sexual assault;
  - h. Share ideas, discuss issues and where appropriate make recommendations to relevant units to optimally increase awareness of sexual harassment and sexual assault, how to report and the supports available;
  - i. Collaborate with external services with expertise in the area of sexual harassment and sexual assault and where appropriate make recommendations to the Western Sydney University Executive.

## **2. Guiding Principles**

The members of the Respect Now Always Task Force will:

- a. Act in good faith with a focus on survivor centric best practice in the area of sexual harassment and sexual assault;
- b. Work collaboratively with other members of the Task Force, or those assisting the work of the Task Force;
- c. Consider the diverse student community of the University and The College when making recommendations, including being cognizant of the diversity across



campuses and strive to achieve equality and consistency across campuses where possible;

- d. Demonstrate a willingness to provide a student voice in a constructive and meaningful way, for example survivor centric.
- e. Demonstrate a commitment to an overall culture of safety, respect, inclusion, accountability and transparency;
- f. Demonstrate a commitment to developing campuses of safety and respect with a commitment to the interests of all students and staff above individual interests;
- g. Ensure that any work allocated or accepted to be undertaken by a member is undertaken to the best of the members' ability;
- h. Properly prepare for, and participate in any meeting of The Task Force;
- i. Make all reasonable efforts to attend any meeting of The Task Force;
- j. Be respectful and courteous to others.

### **3. Administration**

- a. The Task Force shall:
  - i. Meet four (4) or five (5) times per year, or as required;
  - ii. Meet as such times and places as determined by, and advised in advance by the Chair or their delegate;
- b. Attendance at meetings will be in person or via electronic means;
- c. The Agenda will be set by the Chair, having sought input from members;
- d. Minutes of each meeting shall be kept, and Trimmed by or under the direction of the Secretary.

The Chair may cancel or call additional meetings as deemed appropriate. Similarly members may make representation to the Chair for additional meetings.

### **4. Membership**

Appointments to the Task Force shall be for a period of twelve (12) months. The Chair will ensure that the membership of the Task Force adequately reflects gender diversity and equity.

#### **a. Chair:**

The Task Force will be chaired by the Vice Chancellor (Office of the Vice Chancellor and President) or their delegate.



**b. Secretary:**

The Secretary will be appointed by the Chair.

**c. Standing Members**

One Vice Chancellor or their delegate

- Barney Glover, Vice Chancellor and President

[B.Glover@westernsydney.edu.au](mailto:B.Glover@westernsydney.edu.au)

One Executive Director SP & S

- Rebecca Ladd, Acting Executive Directors SP&S

[R.Ladd@westernsydney.edu.au](mailto:R.Ladd@westernsydney.edu.au)

One Manager, Complaints Resolution Unit

- Linda Watson, Manager Complaints Resolution Unit

[L.Watson@westernsydney.edu.au](mailto:L.Watson@westernsydney.edu.au)

One Director, Campus Safety and Security

- Matt Daiken, Director Campus Safety and Security

[M.Daiken@westernsydney.edu.au](mailto:M.Daiken@westernsydney.edu.au)

One staff member, Campus Living Villages

- Steve Tucker, General Manager CLV

[Steve.Tucker@clv.com.au](mailto:Steve.Tucker@clv.com.au)

One Equity and Diversity staff member

- Michelle Falconer

[M.Falconer@westernsydney.edu.au](mailto:M.Falconer@westernsydney.edu.au)

1-3 members of the Sexualities and Genders Research Network

- Dr Michael Salter

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UNIVERSITY



[M.Salter@westernsydney.edu.au](mailto:M.Salter@westernsydney.edu.au)

One Student Representation and Participation staff member

One Respect Now Always Project Coordinator

- Anthony Hanson, Acting Manager (Special Projects), Counselling Service

[A.Hanson@westernsydney.edu.au](mailto:A.Hanson@westernsydney.edu.au)

2 Respect Now Always Student Ambassadors

1 residential student / student leader

1 international student / student leader

1 GLBTIQ + student / student leader