

UOW SAFE & RESPECTFUL COMMUNITIES

ACTION PLAN



UNIVERSITY OF WOLLONGONG AUSTRALIA

DOMAIN

GOALS AND OBJECTIVES Specific – Measurable – Achievable – Relevant – Time specific (SMART).		
<p>SHORT-TERM OUTCOMES</p> <p>Short-term outcomes - the changes we expect to see on completion of the plan. Easiest to measure. Timeframe will usually be the length of your plan (1 year). Short-term outcomes are most often changes in skills or knowledge.</p> <ol style="list-style-type: none"> 1. Increased student and staff awareness of online safety issues and strategies 2. Evidence based initiatives addressing the drivers of gender-based violence scoped with expert researchers, students & community partners 3. Students know where to find UOW and external SASH DFV support / resources 4. Staff feel confident to respond to disclosures and refer to SARC and other UOW services 5. Cohort specific and intersectional improvements mapped and initiatives commenced through listening and responding to First Nations; Gender, Sex and Sexuality Diverse and disability student experiences in relation to SASH. 6. Improve communication about support-seeking and information/initiatives for focus areas eg Accommodation and Library 	<p>MEDIUM-TERM OUTCOMES</p> <p>Medium-term outcomes are what you would expect to follow on from the short-term outcomes.</p> <ol style="list-style-type: none"> 1. Evidence based initiatives addressing the drivers of SASH implemented with expert researchers, students and community partners 2. Cohort specific and intersectional improvements implemented with regard to First Nations; Gender, Sex and Sexuality Diverse and disability student experiences in relation to SASH. 3. Programs to reduce sexual harassment and gender-based violence run in collaboration with community partners to enhance community safety 4. Increase in support-seeking and reporting rates in relation to SASH 5. SASH, student conduct and student mental health policies reviewed and improved to be clear, user-friendly and trauma-informed 6. UOW staff and students understand the drivers of SASH, and can combat them through being active bystanders and through structural and systemic change 	<p>LONG-TERM OUTCOMES</p> <p>Long-term outcomes should fit with your goal. They usually take a long time to be seen, and will be influenced by factors outside of your control.</p> <ol style="list-style-type: none"> 1. Evidence based initiatives addressing the drivers of SASH scoped with expert researchers, students and community partners reviewed and lead to positive change, particularly in relation to men's' behaviour 2. Structural and systemic changes in place to help counter the drivers of gender based violence 3. Higher support-seeking and reporting rates in relation to SASH 4. SARC programs successfully address higher rates of SASH for First Nations students; Gender, Sex and Sexuality Diverse students and students with disabilities as well as responding to and intersectional needs. 5. Feedback and program evaluation and review inform actions and initiatives

ACTIVITIES

<p>ACTIVITIES</p> <p>What will the university do? Who is involved and what is their role? (Immediate to 1 year)</p> <ul style="list-style-type: none"> • Awareness raising campaign that is student co-designed rolled out • Provide E-Safety training, resources and best practice information for staff, students and community • Commence policy reviews informed by Our Watch and HE policy group • Listen and learn from academic and community experts to inform evidence based programs (eg contribute to WTRC establishment) • Workshops and programs targeting focus areas eg Accommodation, Library, local communities to further improve education, awareness, support seeking and safe interventions • Introduce mandatory Consent Matters training and consent conversations • Work with international students on cultural awareness re SASH • Listen to First Nations, gender, sex and sexuality diverse students and students with disabilities to inform education, service improvements and responses • Ensure SARC is visible at UOW events promoting safety and respect 	<p>INPUTS</p> <p>What resources do you have? (People, funding, time, knowledge, evidence)</p> <ol style="list-style-type: none"> a) SARC Team b) Colleagues in faculties, student services, accommodation and administration c) VC and Exec Support d) Student interns, volunteers ad representatives e) SARC Advisory and Working Groups f) Student, Staff and Community Roundtable Participants and Partnerships <p>OUTPUTS</p> <p>What will have been done? What has been delivered?</p> <ol style="list-style-type: none"> 1. Education and awareness programs including online tools and resources 2. Evidence and expert led research programs and initiative 3. Streamlined, trauma-informed and user-friendly policies and procedures Enhanced support and reporting processes 	<p>INDICATORS</p> <p>How will the goals be demonstrated? How will progress be tracked? Try to measure both short and medium-term outcomes.</p> <ul style="list-style-type: none"> • Feedback from student, staff and community partners • SARC case reporting on issues, cohorts, actions • Results of evidence and expert led programs • Next National Survey Results • Contribution to joint and collaborative initiatives demonstrated <p>ASSUMPTIONS AND EXTERNAL FACTORS</p> <p>Key principles, people involved and how the plan will work, as well as the environment in which the plan is being delivered.</p> <ul style="list-style-type: none"> • Taking a “students as partners” approach to our services and initiatives • Resources match cases and allow for implementation of projects & initiatives • Continued support from UOW and external community • Evaluation and review are built into our programs and initiatives
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