

Respect. Now. Always. at UOW

UOW is committed to preventing sexual harassment and assault. One incident is too many. We take “support first” approach to any report of sexual harassment and assault.

PROACTIVE AND PREVENTATIVE MEASURES

- SafeZone App protecting student and staff safety was developed at UOW has been rolled out to all Australian campuses
- Security escort service provided for staff and students at main campus to their car / public transport, plus 24-hour security response
- Production of information resources for students such as posters, flyers and support numbers on business cards. All materials emphasise that sexual harassment and sexual assault is Never OK
- UOW accommodation has enhanced its residents’ education campaigns, including an induction module with information about behavioural expectations and sexual consent
- In-house expert-led First Responder Training provided to front line staff
- Training and induction program for Mature Age, PASS & Learning Co-Op Peer Leaders has been updated to include information on UOW’s Sexual Assault & Sexual Harassment Service and about responding to disclosures of sexual assault & sexual harassment.

RESPONDING TO REPORTS OF SEXUAL ASSAULT

- 1300 Sexual Assault and Sexual Harassment Support Hotline established for confidential disclosures and support processes
- Counselling Service available for students, providing triage and prioritised appointments for students:
 - Access to priority appointments on an hourly basis to respond to incidents and employs a specialist counsellor experienced in sexual assault and trauma therapy
 - A new “triage” specialist to assess and support students following an incident, ensuring highest priority cases are attended to within 24 hours
- Employee Assistance Program available to staff
- Strong networks with local support providers (Violence, Abuse and Neglect service (VANs), Rape Crisis Centre) and local law enforcement
- Additional counselling and complaints resourcing in place for the release of the AHRC survey and report
- UOW Wellbeing provides free Mental Health First Aid training to all UOW students and staff and now incorporates elements of the MATES (Mentors in Violence Prevention) program, Consent Matters and Step UP Bystander programs
- Support packs available for people disclosing incidents with information on support services and investigation processes.

CULTURAL CHANGE

- Compulsory EO online module for all staff which includes information about respectful behaviours and unacceptable behaviour of a sexual nature
- Responsibilities, Rights, Respect (RRR) online module available for students including updated content about unacceptable behaviour of a sexual nature.
- Consent Matters Module purchased and rolled out for students and the wider community. Almost 200 students have completed the module
- Establishment of a Pro Vice-Chancellor (Students) position to create a strong academic lead and via the University Education Committee (UEC), a Student Support Sub-Committee has been established to monitor best practice support services and initiatives
- All international students were provided with information on the Respect. Now. Always. Campaign and UOW’s Support First model via the International Student Newsletter and face to face orientation sessions
- The Full Stop Foundation’s workshop ‘Ethical leadership to prevent gender based violence on campus’ provided to key staff and student leaders in UOW residences

PROCEDURES AND PROCESSES

- Interim review of policy framework for sexual harassment and sexual assault completed including revisions to the Sexual Harassment Prevention Policy and the Close Personal Relationships Guidelines
- Review and improvement of website information about sexual harassment and sexual assault including information about: definitions, consent, bystander action, seeking support and making a complaint. A dedicated RNA website has been created; and substantial amendments made to the Counselling and Wellbeing websites.
- Consultation with UOW subsidiaries to facilitate the alignment of key policies (UOW Pulse and UOWE)
- Face to face or email briefings on the importance of this issue run with community stakeholders including: Local police, local health sector, Alumni, Local MPs,

FUTURE AREAS OF IMPROVEMENT

- Action plan for implementation of all RNA report recommendations
- Expert-led, thorough review of policy framework for sexual harassment and sexual assault

- Continually improve support and investigation services (eg single point of contact / trauma-skilled support and investigation)
- Mandatory roll-out of consent training to all students
- Continue to build partnerships with student groups and networks for feedback and joint communication and education initiatives
- Provision of additional material for HDR supervisor and student induction training
- Additional staff training online modules to be explored
- Continue to review and improve security and lighting on all campuses and residences