

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

University name: University of Wollongong		
Recommendation no.	Action already taken (as at March 2019)	Planned/future action
1. Vice-Chancellor Leadership	<p>UOW's Vice-Chancellor (VC) is leading the Safe and Respectful Communities (SARC) initiative across UOW and its subsidiaries (UOW College and UOW Pulse). The VC communicates with students and staff and monitors progress against the AHRC recommendations. The SARC Advisory Group and Working Party meet regularly and report to the VC.</p> <p>In addition:</p> <ul style="list-style-type: none"> • Regular SARC updates have been provided to University Council. • 2018 Direct mail out from VC to all students providing information on safety support services available. • Safety and respect included in VC welcome email to all staff. • SARC Advisory Group meet twice yearly, since December 2017, reporting directly to the VC. • Action Plan has been approved by the VC. • SARC Working Party developed and now meet on a quarterly basis. • Sub-committee groups formed to meet on monthly basis and report to Working Party on progress. • Ongoing public reporting against the recommendations available on the SARC website. • Completed refresh of UOW Respect.Now.Always website to reflect shift towards Safe and Respectful Communities. 	<ul style="list-style-type: none"> • VC to continue to include safety and respect in communications including strategic planning documents. • VC video to students and staff reinforcing the UOW commitment to creating a safe and respectful learning environment. • VC to attend Student Leader Training and endorse SARC messaging.
2. Development of Action Plan	<p>UOW continues to provide students and staff with education to address the drivers of sexual assault and sexual harassment. Evidence based programs are available to staff at all levels of the organisation, form part of the SARC Action Plan and are tailored to engage students and staff. UOW is building on the evidence base for these programs by measuring their impact and refining the delivery of programs.</p> <p>Education for students currently in place:</p>	<ul style="list-style-type: none"> • Develop a student led discussion (possible debate) around mandatory training for students. • Explore delivery of online training module for first level responders to enhance staff and student access to training. • Explore external accreditations for UOW (e.g. White Ribbon).



	<ul style="list-style-type: none"> Wellbeing Programs including Mental Health First Aid available to all students and staff and now incorporates elements of the MATES (Mentors in Violence Prevention) program, Consent Matters and Step UP Bystander programs. Bystander intervention (titled “Bystander Revolution”) ‘Consent Matters’ provided to all students and compulsory for Student Resident Leaders. Workshops to complement online ‘Consent Matters’ training offered to Student Resident Leaders. ‘Responsibilities, Rights and Respect’ programme available online. Student Resident Leader training including First Level Responder training. In collaboration with NSW Police, Wollongong Police District, UOW Security, Wollongong City Council and SARC team, safety and support training provided to international students. 2018 <u>Crossroads</u> pilot with Department of Education. Education and training provided for students attending University Games, Indigenous Games and other extra-curricular activities. Student leaders of Clubs and Societies provided training on key principles of first level response and support-first model at UOW including support services. Targeted First Level Responder training conducted for student led programs, e.g. Faces of UOW, Wollongong University Students Association, Wollongong University Postgraduate Association and Student Advisory Council to manage disclosures. <p>Education for staff:</p> <ul style="list-style-type: none"> ‘EEO Online’ compulsory for all staff, to be undertaken every two years. Leadership training conducted on violence prevention. Training conducted on diversity in workforces including gender awareness. First Level Responder and Bystander Intervention training provided for staff including all security staff and staff of UOW subsidiaries. UOW joined UA’s RNA campaign. Implemented UOW-specific “It’s never OK” campaign. Training evaluation and review conducted. All training includes experts and follows best practice. <p>Awareness campaigns for UOW community including:</p> <ul style="list-style-type: none"> Ongoing internal and external communication regarding SARC. 	<ul style="list-style-type: none"> Ongoing extensive and expert led First Level Responder and Bystander Revolution Training for staff (multiple dates booked for 2019). Continue to refine and deliver subsequent versions of training and awareness campaigns based on feedback from students, staff and the UOW community. Develop a Health, Safety and Wellness Strategy based on best practice that includes Students as Partners. Develop a Staff Strategy that integrates Safe and Respectful Communities into recruitment, induction, performance reviews of staff and other staff programs.
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	<ul style="list-style-type: none"> • Promotion of the SafeZone app and of security services through development of an educational video. • Presence of SARC at Orientation events. • Posters, brochures and digital media disseminated regarding SARC. • ‘Ask for Angela’ safety initiative implemented at UniBar. 	
<p>3. Awareness of support services and reporting processes</p>	<p>UOW has implemented a range of measures to ensure students and staff know about support services and reporting processes for SASH.</p> <p>These include:</p> <ul style="list-style-type: none"> • Safe and Respectful Communities Manager who provides a coordinated institutional response to incidences of sexual assault and sexual harassment as well as managing student critical incidents and general misconduct in accordance with external legislative and internal regulatory environments; provides advice and training to university stakeholders; reports on student incidents and misconduct; develops policy, processes and systems; manages the Safe and Respectful Communities Advisory Group and Working Party. • Recruitment of SARC Project Coordinator to support implementation and delivery of the Action Plan. • Creation of new SARC website including support, safety and reporting options. • First Level Responder training for staff and students likely to receive disclosures includes reporting information. • Presence at orientation events, with information on reporting and support. • Complaints Management reporting system implemented. • Communication plan implemented. • Evaluation of ‘Consent Matters’ and ‘Responsibilities, Rights and Respect’ programmes ongoing. • Work Integrated Learning Advisory Group formulating recommendations for preventing and responding to incidents of sexual assault and sexual harassment occurring in the context of work integrated learning. • Graduate Research School purchase and roll out of “Respectful Research” training resource providing guidance around graduate research relationships. • Targeted communications including UOW staff newsletter, emails and briefings. • Counselling Support pack available for people disclosing incidents with information on support services and investigation processes. 	<ul style="list-style-type: none"> • Embed respect into induction programs for staff and students including information about support services available and reporting processes for SASH. • Engage with local councils and other external stakeholders on safety strategies including ‘Safe Night Out’ initiative.



	<ul style="list-style-type: none"> • Development of plain English and accessible collateral - disseminated to all campuses including digital marketing developed regarding SARC. • Sexual assault information and support packages developed and made available in multiple languages for Culturally and Linguistically Diverse audience. • Internal and external reporting procedures regarding complaints set out in the current policy framework, e.g. University Council Risk, Audit and Compliance Committee Report and “Sexual Harassment Prevention Policy”. • Collaborative relationships with community partners such as Wollongong Police District, health professionals, external specialist counselling and support services (VANS, Rape Crisis), Salvation Army, Education Centre Against Violence, Lifeline Crisis Support and Department of Education. • UOW membership on Community Safety Reference Group hosted by Wollongong City Council. 	
<p>4. Review of existing policies</p>	<p>UOW has conducted an independent, expert led review of policies and response pathways, completed by Dr Amber McKinley.</p> <ul style="list-style-type: none"> • Recommendations of review provided for UOW’s support. <p>UOW’s response pathways include:</p> <ul style="list-style-type: none"> • Launch of Sexual Assault and Sexual Harassment (SASH) specialist service and 1300 number. • Triage/SASH specialist engaged by UOW to provide single point of disclosure and support. • UOW students receive a priority appointment within 24 hours as required. • Provision of 24 hour Crisis Support Line, phone and text, to provide after-hours student support. 	<ul style="list-style-type: none"> • Implement the UOW supported recommendations of the expert led review into UOW policies and response pathways. • Ongoing evaluation of implemented initiatives to measure their effectiveness. • Review and update UOW Student Charter and Student Conduct Rules.
<p>5. Training for front-line staff</p>	<p>UOW is supporting staff and student representatives likely to receive disclosures of SASH by providing a range of training opportunities delivered by specialists with expertise in these areas.</p> <p>UOW has targeted delivery of:</p> <ul style="list-style-type: none"> • Expert led training to staff including First Level Responder Training (multiple training dates delivered in 2018 and booked for ongoing training in 2019). 	<ul style="list-style-type: none"> • Ongoing, extensive and expert led training to staff and students including First Level Responder training (multiple dates booked for 2019). • Upon release of Universities Australia (UA) training modules, roll out of agreed modules in 2019.



	<ul style="list-style-type: none"> • Ethical Leadership in Violence Prevention provided to Student Resident Leaders. • Full Stop Foundation workshops provided to Student Resident Leaders. • Full Stop Foundation 'Ethical leadership to prevent gender based violence on campus' workshops to key staff. • Bystander intervention training available for all students and mandatory for all Student Resident Leaders. • 'Consent Matters' available for all staff and students and compulsory for Student Resident Leaders. • Comprehensive review of staff and student training programmes completed. 	
<p>6. Confidentiality of disclosures</p>	<p>UOW is vigilant in ensuring that information about individual disclosures and reports of SASH are collected and stored confidentially and used only to assist or improve our practices.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Counselling Unit maintaining confidential records of non-identifying and identifying incidents. • Student Services Division (SSD) managing records of reports confidentially • Only de-identified reports are submitted to Risk, Audit & Compliance Committee (RACC), a formally constituted committee of UOW Council. • Conducted independent and expert led review of policies relating to SASH incidents. • Completed rollout of confidential Complaints Management system including the ability for individuals to report on behalf of other students and anonymous reporting options. • Staff dealing with matters are trained in information management, privacy and confidentiality. • VC receives de-identified reports (via VCAG) on complaints reporting. • VC reviews regular de-identified misconduct reporting (including SASH) provided to RACC. • Privacy education is provided in First Level Responder training and FAQ information provided to all staff. • Manager of Information Compliance delivered staff training around student data and privacy compliance. 	<ul style="list-style-type: none"> • Ongoing reporting to UOW's Risk, Audit and Compliance Committee of UOW Council. • Database enhancement to be undertaken in 2018 to improve data management. • Implement agreed recommendations from policy review regarding improvements to reporting pathways.



<p>7. Audit of Counselling Services</p>	<p>A peer review audit of Counselling Services has been conducted to assess demand and ongoing resource and staff training requirements. This has identified how Support Services can provide an effective and timely Support-First response.</p> <p>Training of Counsellors has been assessed including:</p> <ul style="list-style-type: none"> • Training needs analysis of Counsellors undertaken as part of the Audit. • Triage/SASH Specialist was engaged by UOW. • Launch of SASH Service and 1300 disclosure and support number. • All counsellors have been provided with First Level Responder training and information on specialist services. <p>Resource requirements and improvements include:</p> <ul style="list-style-type: none"> • Assessment of support need is conducted within 24 hours of referral for support. • Priority counselling appointments are available on the hour. • Resources to Counselling are increased during identified peak periods. 	<ul style="list-style-type: none"> • Implement agreed recommendations from the audit of counselling services. • Continue to enhance response pathways and support/training for Counsellors.
<p>8. Participation in national university student survey</p>	<p>UOW remains committed to participating in any national student survey of sexual assault and sexual harassment.</p> <ul style="list-style-type: none"> • UOW participation in the first survey of this kind run by the AHRC. 	<ul style="list-style-type: none"> • UOW to participate in 2019 survey. Engage students to encourage participation.
<p>9. Independent review of residences</p>	<p>UOW has conducted an independent, expert led review of the factors which contribute to sexual assault and sexual harassment in the residential college setting.</p> <p>Additional action within UOW student accommodation includes:</p> <ul style="list-style-type: none"> • First Level Responder training for resident managers and Student Resident Leaders. • Alcohol Awareness program for students in residence. • Full Stop Foundation workshops are run for Student Resident Leaders. • Engage Student Resident Leaders in developing a resident specific “Life Happens” training module on sexual health. • Student Resident Leaders engaged in SARC projects including safety video and SARC Working Party Sub Groups. 	<ul style="list-style-type: none"> • Implementation of agreed recommendations from the expert led review of UOW student accommodation.