

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

<b>University name:</b>		
<b>Recommendation no.</b>	<b>Action already taken</b>	<b>Planned/future action</b>
1	<p>Our 'Safety on Campus' working group was formed approximately 18 months ago, tasked with identifying gaps and coordinating improvements to create a safe environment for our students and broader community. In doing this, we formed a strong partnership with the Student Guild, working with them closely to understand students' concerns and jointly design and deliver relevant and meaningful responses.</p> <p>An action plan (approved by the VC) was developed to review, identify gaps and coordinate improvements in the following work streams:</p> <ul style="list-style-type: none"> <li>• policies and processes,</li> <li>• training and education,</li> <li>• services and support, and</li> <li>• prevention and culture change</li> </ul>	<p>This group continues to oversee the action plan, review actions implemented and identify continual improvement opportunities.</p>
2	<p>Consent Matters, an online and interactive training module (recommended to UWA by the Student Guild) was deployed as a pilot to the Colleges during Semester 1, 2018. This module covers sexual consent, communication and relationships, and bystander intervention.</p>	<p>Consent Matters will be deployed to the full student body in Semester 2, 2018. Continual review of the appropriateness of this for the complexities of UWA and its wider community will continue.</p>

	<p>A review of orientation of new students was undertaken, including the education and training about expected behaviours, accessing support services and reporting or disclosing incidents.</p>	<p>As a result of the review, a decision has been taken to distribute information to students over the semester where they have greater capacity to absorb and understand the material. Concurrently, the Code of Conduct is being reviewed with the students to identify the behaviours expected of the UWA community.</p>
	<p>Staff from all levels of the University, and members of the Student Guild have undertaken Code Black training to assist in the identification of concerning behaviours, with the aim to create an environment that reduces the incidence of all types of harassment or assault. This training is also contributing to the development of best practice approaches to support services; behaviour identification and response; disclosure, capture and reporting processes; and the approach to policy.</p>	<p>UWA and the Student Guild will continue to partner on specialist training courses on safety management and reporting for UWA staff and the leaders of Guild-associated clubs.</p>
<p>3</p>	<p>A dedicated presence has been created on the UWA website which centralises information resources, links and contacts to support services and options to disclose or report concerning behaviour or an incident. Information, contacts and resources were aligned with the Student Guild to ensure clarity and support were the priority for someone requiring such information and available no matter the first port of call.</p> <p>Dedicated communications campaigns to promote these resources to students were deployed and will continue to be communicated, including through orientation for new</p>	<p>The University is in the process of commissioning the procurement of a Safer Communities mobile app which, among other features, will contain key information and contacts regarding sexual harassment and sexual assault; including the University's counselling service and the anonymous reporting form.</p> <p>Mixed channel messaging campaigns are being redesigned to remind our community of the behaviours we expect of each other, and to encourage confidence in bystanders to report incidents. This will include physical,</p>

	students. The Student Guild issues hundreds of mobile phone card holders containing security and emergency numbers.	visual and digital assets, engagement activities and a series of defined messages.
4	<p>The UWA counselling service includes specialist staff, with staff receiving additional training in the lead up to the release of the Change the Course report. Additionally, access to SARC and other external providers is made available and promoted to UWA students. The University undertook a review of the availability and skills, which led to the adjustment of schedules to accommodate particularly busy periods.</p> <p>The University also undertook a review of the policies relating to personal safety and identified a need to introduce greater clarity and breadth in the definition, response and consequences of sexual misconduct.</p> <p>Campus security management contracts were reviewed to address training, turnover and reporting gaps. In addition, a greater security presence was located in areas more central to campus and active throughout the day and night to improve visibility, time to incidents and availability. The number of female security guards was also increased, in response to demand from students.</p> <p>Improved communications about the availability of security escorts have been implemented.</p>	<p>Review of these services is ongoing.</p> <p>Change to associated policies is an ongoing process, and a review of procedures and guidance is being developed in partnership with our students.</p>
5	UWA front line, support and medical centre staff and student representatives are most likely to receive	The University will continue to monitor and review training needs and skills of front line staff.

	<p>disclosures of sexual assault and sexual harassment. UWA, with the Student Guild, has ensured that these staff members and student representatives receive ongoing specialist training to enable them to continue to improve their response to disclosures of sexual assault and sexual harassment. The Student Guild requires all student leaders to participate in training to enable effective management of disclosures.</p> <p>UWA front line staff are provided with ongoing education, including a combination of interactive online training, face-to-face workshops, peer education events and media campaigns (e.g. Student Leader Training; Mental Health First Aid; Mental Health Awareness; Responding to Disclosures of Sexual Violence; and Sexual Harassment – Know where the line is.)</p> <p>The appropriateness of this training schedule is regularly reviewed.</p>	<p>Mechanisms to train, support and capture incident details from academic staff who receive a report or a disclosure remains a focus.</p>
6	<p>Individual disclosures and reports of sexual assault and sexual harassment are captured by UWA processes and systems, and measures are in place to ensure they are stored confidentially. The current focus is to identify an approach to ensure all disclosures – made to anyone across the institution – are captured and used to drive improvement.</p> <p>Integrated incident reporting is now provided from the Safety Management team (Security) for a unified approach to incident response.</p>	<p>UWA continues to explore additional reporting software to bring about a fully integrated system which will capture disclosures, reporting and incident data within the University ecosystem.</p> <p>Process mapping of incident reporting is currently being workshopped with UWA and Guild representatives to ensure policy procedures are easily followed, understood and transparent.</p>

7	The University has undertaken, with external experts, a review of the availability and specialisation requirements of our internal and external counselling services. This was supported by an increase to services during the time of the release of the Change the Course report, and during the same sex marriage campaign.	The University will continue to monitor and review availability and specialist skills of internal and external counselling services.
8	UWA has committed to continuing to understand the prevalence and severity of incidents on campus and among our student groups and the impact this has on our students' wellbeing.	We continue to assess the best ways to review this on a regular basis. Improving the capture and collection of incidents without breaching confidentiality or misrepresenting data is our priority.
9	All residential colleges have agreed in principle to align with the Human Rights Commission Review recommendations.	<p>An external reviewer has been appointed and the review includes:</p> <ul style="list-style-type: none"> <li>• Alignment of Code of Conduct and policies</li> <li>• Removing barriers to reporting and coordinating identification and responses to concerning behaviour</li> <li>• Developing reporting consistency between the University and Colleges</li> </ul>