

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

University name: University of Tasmania		
Recommendation no.	Action already taken	Planned/future action
1	<p>Responsibility for implementation of the <i>Change the Course</i> Report recommendations has been taken up by the University of Tasmania senior leadership, most recently by incoming Vice Chancellor, Professor Rufus Black who commenced 1 March 2018. Prior to that senior leadership was provided by the Deputy Vice Chancellor (Research) who chairs the University's Equity Committee, Pro Vice Chancellor (Culture and Wellbeing) – a role that was created in response to the <i>Change the Course</i> Report and by the University's Executive Director, Student Experience, who play key roles and lead the University's <i>Respect.Now.Always</i> campaign. This level of leadership has also been integral in supporting the University Community Care initiative involving directors from across Student Experience, Commercial Services/Security, WH&S, and Governance and Legal portfolios to develop a cross-institutional, consistent and timely approach to the management of a range of behavioural issues impacting the University community.</p> <p>There has been ongoing discussion and consultation with community leaders and key external agencies as well as internal University communications and reporting through formal channels.</p> <p>With input from our Vice Chancellor, and taking account also of recommendations from the recently released independent expert review (Rosenthal/Banks) report of our University policies, procedures and processes in responding to sexual assault and sexual harassment, we have now established a comprehensive committee/governance framework:</p> <p>a) The University Safer Community Taskforce on Sexual Assault and Sexual Harassment (formerly the University Community Care Working Group), chaired</p>	<p>The University, led by the VC, will continue to support the whole-of University <i>Respect.Now.Always</i> campaign.</p> <p>Successful implementation of the Action Plan, which combines the recommendations from the <i>Change the Course</i> Report and the independent expert review (Rosenthal/Banks) report. This Action Plan will be made available on the University website with regular updates as actions/recommendations from <i>Change the Course</i> and the University's own independent expert review are implemented.</p> <p>The Independent Oversight Committee on Sexual Assault and Sexual Harassment will oversee the implementation of the Action Plan. This committee, with its strong external makeup, will ensure the University is publicly accountable for</p>

<p>by Pro Vice Chancellor (Culture and Wellbeing), Professor Margaret Otlowski with representation from relevant areas including Student Experience and Student Living (Colleges and other student accommodation); Infrastructure Services and Development which encompasses campus security; Human Resources,; Legal Services; Audit and Risk; Student Complaints and Discipline; and Post-Graduate Research.</p> <p>b) An Expert Advisory Group on Sexual Assault and Sexual Harassment, comprised predominantly of external experts including head of the Sexual Assault Unit at the Tasmanian Director of Public Prosecutions, a psychologist, a social worker and trauma counsellor, a social policy adviser, a mediator as well as an academic with expertise in this area.</p> <p>c) An Independent Oversight Committee on Sexual Assault and Sexual Harassment, to ensure independent oversight of progress on implementation of the Action Plan and report recommendations, which includes University Council members (including the Council's student member) and expert external members including a retired Supreme Court Judge, Assistant Police Commissioner, Anti-Discrimination Commissioner, and a psychiatrist with expertise in this area.</p> <p>d) A Project Team to support the implementation of the Action Plan with a full-time Project Lead, and drawing together expertise from Student Experience, HR, Student Complaints and Discipline and Communications.</p> <p>As part of its work in this area and fulfilling the objectives of the <i>Respect.Now.Always</i> campaign, the University has worked closely with the student body, Tasmanian University Union, in the establishment and roll out of the #NeverOK campaign with a range of specific and co-sponsored events and campaign material.</p> <p>The University of Tasmania is included in the Victorian Vice Chancellors Committee (VCCC) and participated in a roundtable meeting of the VCCC and</p>	<p>addressing these issues, as well as accountable to our own community.</p> <p>Progress will be publicly reported from February 2019 onwards in accordance with the <i>Change the Course</i> recommendation.</p>
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	Victorian Police in October 2017 (represented by Pro-Vice Chancellor (Culture and Wellbeing)).	
2	<p>In 2017 the University purchased the two online Epigeum education units for Staff and Students:</p> <ul style="list-style-type: none"> ○ <i>Consent Matters</i> (Students) ○ <i>Responding to Disclosures of Sexual Violence</i> (Staff) <p>The University has customised the two Epigeum training units to include local support services and reporting information. Feedback is obtained via a Survey Monkey link included at the end of the unit and the units have been under continual review. Feedback to date has been very positive in respect of both of these online units: Of respondents to the feedback survey regarding Consent Matters, 82% of participants agreed or strongly agreed that the Consent Matters education module was helpful in relation to the learning about affirmative consent; 87% found it helpful in regards to learning about how to deal with incidents as an active bystander; and 69% indicated it had increase their confidence in reporting and seeking support. In relation to Responding to Disclosures: 93% of participants agree or strongly agreed that the module was helpful in enhancing their understanding of the context of sexual violence for students; 91% found it helpful in relation to how to seek support for a student who experienced sexual violence. Open ended feedback provide insights into aspects that participants found most useful; for example “It was good to have the role play materials – see the theory in action. The language used was also good, as it didn’t sugar coat anything and came across in an honest, realistic way.”</p> <p>Some feedback noted the value of face to face training alongside the online modules; which aligns with the current roll out of face to face training in sections of the University, such as Student Experience, including residences.</p>	<p>The University is developing a suite of resources for different cohorts – staff, undergraduate students and postgraduate students - including input from Student Experience staff, HR, Legal Services, and external expertise from the Sexual Assault Support Service and others.</p> <p>The University will continue to monitor use and feedback on these units to inform ongoing use and effectiveness.</p> <p>The University will review and further customise currently employed training units, and online resources, to ensure inclusion of clear information regarding how to report incidents at the University and how the University responds following a report.</p> <p>Face-to-face training delivered through the Sexual Assault Support Service to complement these online units is again being made available to Student Experience staff and Student Leader positions in Semester 2, 2018 and will be included as part of annual onboarding/ induction and</p>

	<p>Some feedback noted the value of face to face training alongside the online modules; which aligns with the current roll out of face to face training in sections of the University, such as Student Experience, including residences.</p> <p>The initial pilot roll-out has focussed on the identified 'hot spots'- students and staff in residences, student representatives and leaders, key staff groups across the Student Experience portfolio have been asked to complete the <i>Responding to Disclosures of Sexual Violence</i> module which provides a basic introduction to skills and processes required to appropriately manage any disclosure of assault and/or harassment. A broader rollout to all staff is currently underway.</p> <p>General and International Orientation Programs have been reviewed and revised to strengthen explicit key consent and respectful communities messages. Key internal and external partners and resources have been made available at the Welcome Expo on each campus including support services and resources specific to sexual assault and sexual harassment support.</p> <p>The online training unit <i>Consent Matters</i> is promoted through Orientation and Welcome Week to all students as a requirement. All students and staff are provided access to these units through the University's online learning platform MyLO. The feedback and evaluation of the initial provision of these modules to the groups identified will inform the further roll-out plan for education for all staff and students.</p> <p>Student Living has made completion of <i>Consent Matters</i> a requirement for all student residents; and is currently working on embedding <i>Consent Matters</i> into the residential application process for 2019.</p> <p>Student Experience is making completion of the <i>Responding to Disclosures of Sexual Violence</i> unit a requirement for Student Experience staff and Student Leader positions.</p>	<p>professional development processes from 2019.</p> <p>Student Experience is exploring suitability and enforcement options for making <i>Consent Matters</i> compulsory for all students and seeking to collaborate with HR/WHS to embed the <i>Responding to Disclosures of Sexual Violence</i> unit into staff professional development/ onboarding and induction processes.</p> <p>The University is working with Tasmanian University Union and Student Living Communities to promote regular non-alcohol events, and working with Tasmanian University Union to ensure funding of student led events provided on demonstrated criteria regarding promotion of #Never OK messages, safe alcohol consumption and security.</p>
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	<p>The license for these online Epigeum units has recently been renewed for another year pending resources and units from Universities Australia developing suitable alternatives .</p> <p>Additional face-to-face training by the expert community service, Sexual Assault Support Service, has been undertaken to complement the online modules provided to key staff in the Student Experience (including residential support staff) and Student Union portfolios building on past 'in house' training offered to staff and students by counselling staff.</p> <p>The University is working with the Alcohol and Drug Foundation and protocols for student social events on campus have been revised. There has also been positive engagement with Good Sports Accreditation across University Sporting Clubs.</p> <p>The <i>Respect.Now.Always</i> campaign has been connected with the existing MySafety University reporting software system, to enhance the visibility and ease of reporting of incidents of sexual assault and/or sexual harassment for students.</p> <p>Student Experience supported the Pro Vice-Chancellor (Culture and Wellbeing) to issue an all-student communication in Semester 1, 2018 and again at the beginning of Semester 2, 2018 promoting the University's position on safety and wellbeing, and the online training unit <i>Consent Matters</i>.</p> <p>The University has promoted the two training units as well as advising of the above mentioned fact sheets through student communication channels, with further newsletter communications scheduled. Student Experience has developed two fact sheets for students providing information regarding sexual harassment and sexual assault.</p>	
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	<p>The University has a variety of web pages with information in relation to Student Safety and Wellbeing, including: Respect.Now.Always</p> <p>From a broader perspective, with a view to enhancing a culture of respectful relationships, a series of short videos have been developed and promoted through the University community about respectful conversations/communications. The University has also developed a video on Respect and Values (generally): https://protect-au.mimecast.com/s/Pc4vCr8DKNfr2gzvfzwLLh?domain=spaces.hightail.com</p> <p>Other initiatives that are underway include:</p> <ul style="list-style-type: none"> ○ Revitalising the Behaviour Contact Officer Network of staff; ○ Training of residential staff trained both online and face-to-face; ○ Counselling staff are ongoing in their training and now offer this to other University staff/students; ○ Student Advisers (particularly International Advisers) participate in training. 	
3	<p>The University has increased the visibility of key messages and resources as part of the <i>Respect.Now.Always</i> campaign, including the importance of consent and respectful behaviors as well as information on accessing support and incident reporting, through a range of channels such as student orientation programs, social media, student bulletins and student web pages</p> <p>Led by Student Experience, the University has delivered the <i>Respect.Now.Always</i> campaign across campuses since 2016, with promotional materials displayed prominently in highly visible locations. In 2017, this campaign material was augmented with other formats.</p> <p>The <i>Respect.Now.Always</i> campaign has been connected with the existing MySafety University reporting software system, to enhance the visibility and</p>	<p>Discussions began with Safe Zone in 2017 and the company has conducted on-site demonstrations. Senior security and student service staff are preparing a recommendation in relation to implementation after consulting others in the sector who have adopted the Safe Zone app.</p>

	<p>ease of reporting of incidents of sexual assault and/or harassment for students. The University is now working toward implementation of new fit for purpose technology to support our new model scheduled for go live for commencement 2019.</p> <p>The University collaborates with the Tasmania University Union on the #NeverOK campaign and associated video and collateral has been disseminated across all campuses, and digital media. The University's inaugural #NeverOK Day was held on 22 August 2017.</p> <p>Student Experience initiated an internal review of Student Living policies and procedures in late 2017 and has since commenced development of updated guidelines.</p> <p>Sexual Assault Support Service resources have been promoted to students (online and hard copies); 'What are my options' booklet has been made available to all students online at: http://www.utas.edu.au/_data/assets/pdf_file/0011/1072865/what-are-my-options-booklet.pdf</p> <p>Lifeline has also been commissioned to provide the University with after-hours Crisis Line counselling which commenced Semester 1, 2018. This service links students to qualified crisis support counsellors for immediate support, triage and appropriate referral. The service is available after-hours and on public holidays and weekends.</p>	<p>An external review University residential accommodation will be commissioned Q3 2018.</p>
4	<p>In August 2017, the University commissioned an independent, expert-led review of existing policies and response pathways in relation to sexual assault and sexual harassment. The University engaged specialist external consultants (former Tasmanian Anti-Discrimination Commissioner, Robin Banks and Indira Rosenthal human rights and gender consultant) to undertake an independent and expert review of the University's existing approach to sexual assault and harassment and</p>	<p>Successful implementation of the Action Plan by December 2018.</p> <p>This Action Plan will be made available on the University website with regular updates as actions/recommendations</p>

	<p>evaluate its proposed future directions, including a set of recommendations, based on that review and good practice.</p> <p>The review (including interviews) was undertaken from September to October 2017 and the report, <i>An Initial Review of Sexual Assault and Sexual Harassment Prevention and Response at the University of Tasmania</i> was finalised in March 2018. The Report was publicly released on 25 June 2018 together with the University's response (both to this Report and the <i>Change the Course</i> Report) and statement of commitment. Both the Report and the University's response were emailed to all staff and students on the day of release and are publicly available on the University #NeverOK website: http://www.utas.edu.au/neverok</p> <p>The independent expert review (Banks/Rosenthal) report outlined 45 recommendations across areas of 1) Leadership, 2) Prevention and Culture, 3) Reporting, Support Investigation and Discipline and 4) Audit, Data and continuous improvement. Given the close alignment with theme areas of the <i>Change the Course</i> Report, the University's response document explicitly addresses the recommendations of both Reports, adopting all recommendations (with refinements aimed at strengthening two recommendations in the Rosenthal/Banks Report, discussed and agreed upon with the Report authors.)</p> <p>The recommendations from this Report are informing the separate internal review of key University Ordinances dealing with policy and procedures related to misconduct and the review of the <i>University Behaviour Policy</i> and <i>University Behaviour Procedure</i>.</p> <p>University counsellors liaise closely with wider community agencies such as sexual assault support agencies, TasPolice, domestic violence support, women's shelters etc. The wellbeing team offer consultative support to the University community in managing disclosures of a range of complex issues, sexual assault being one. In the future model, this work will be enhanced through the formation of the specialist unit focused on the university's community safety and integrity. The University follows a clear 'make safe' guideline after a disclosure of sexual</p>	<p>from <i>Change the Course</i> and the University's own independent expert review (Rosenthal/Banks) report are implemented.</p> <p>With a view to adopting a whole of University approach to management of complex student behaviours, the establishment of a specialist unit is being formed to receive and manage student concerns, complaints, and behavioural issues</p> <p>The University is currently implementing new fit for purpose system solutions for reporting and case management with scheduled go live Semester 1 2019 (see further below re replacing MySafety as the reporting tool.</p>
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	<p>assault or harassment. A range of variables will then determine what actions are taken, and at what point. Fundamentally, the guiding principle is to give appropriate decision-making power to the person who has experienced the assault and to ensure due justice to the alleged perpetrator during the course of any investigation.</p>	
<p>5</p>	<p>There have been a range of initiatives undertaken relevant to this recommendation including:</p> <p>Revitalising the Behaviour Contact Officer Network of staff with an expanded network and representation on each of the University's campuses. A one and a half day training was undertaken early 2018, serving as induction for new Behaviour Contact Officers. The promotion of Behaviour Contact Officers and their role among the University community is ongoing.</p> <p>Staff cohorts identified as most likely to receive disclosures of sexual assault and sexual harassment have received targeted information on reporting mechanisms, supports and training. Those staff include:</p> <ul style="list-style-type: none"> • Residential staff have already been trained both online and face-to-face. • Counselling staff are ongoing in their training and offer this to other University staff/students. • Student Advisers (particularly International Advisers) participate in training. • WHS staff are given access to online training modules. <p>To enhance its existing educative campaigns, the University has also recently renewed its licenses for the Epigeum online modules, <i>Consent Matters</i> and <i>Responding to Disclosures of Sexual Violence</i> and these are progressively being rolled out starting with priority groups as outlined above.</p>	<p>The University has extended face-to-face training by the Sexual Assault Support Service to include broader Student Experience staff, Student Leaders, Tasmanian University Union Student Representative Committee as well as extending an invitation to the general student cohort.</p> <p>Further first responder training development and delivery is being explored with support from the Sexual Assault Support Service and HR as part of the newly established Taskforce and Expert Advisory Group detailed above.</p> <p>Student Experience will continue to ensure ongoing training for counselling staff and Tasmanian University Union Student representatives and will liaise with HR/WHS to support training for Behavioural Contact Officers, security contractors and sporting club leaders.</p>

	<p>The Sexual Assault Support Service has been commissioned to provide face-to-face training to complement the online training units provided to all students and staff. To date training has been provided to key Student Experience staff, including Counsellors, Student Living and Tasmanian University Union Advocates.</p>	<p>An external audit of the University Counselling Service is being commissioned in the third quarter of 2018.</p>
6	<p>Regular reporting to the Vice-Chancellor has commenced and will continue in line with this recommendation, as will the arrangements for storing of confidential information.</p> <p>The need for more sophisticated and accessible reporting mechanisms resulted in the launch of a new institutional system called MySAFETY which is a 'catch all' for any type of incident or hazard reporting. MySAFETY has a dedicated section (<i>Report It</i>) to enable students and staff to report any incidents of assault and harassment, ensuring a clearly identified space for a range of psychosocial issues such as sexual assault and harassment. This builds on and replaces the previous web-based form reporting tool for students. MySAFETY provides current record keeping for tracking reports and is managed confidentially and the Counseling team are able to manage all reports via clinical case notes.</p> <p>Access to this information is limited to staff members with responsibility for responding to disclosures and reports.</p>	<p>The University has adopted the Symplicity product Advocate and is currently working on implementation of new reporting and management processes and system for commencement of 2019.</p>
7	<p>The University has a well-established counselling service. Demand and trends are interrogated through routine monitoring and annual reporting. This data is used to identify the benchmarks around counsellor student ratios, complexity of presenting cases, average number of sessions per client, category of consult topics and impact of counselling interventions. The accessibility of the service, average wait times and methods of demand management are also documented. The use of services in the wider community are strongly encouraged and promoted where appropriate. While the service is not operated as a crisis response, students are clearly directed to other services in the wider community</p>	<p>An external audit of the University Counselling Service will be undertaken in the third quarter of 2018.</p>

	<p>to fill this role and is complemented by the introduction of the new University Crisis Line which operates outside of business hours.</p> <p>An internal assessment was undertaken at the commencement of 2018. Four new counsellor positions have recently been filled: The team leader counsellor has been appointed and commences on the 23rd July. An additional two new counsellors are expected to commence in the first week of August.</p> <p>There has also been an additional appointment for a person who identifies as Aboriginal and whilst supervision is through the wellbeing team, this counsellor is physically located in Riawunna. This appointment in May 2018 brings our increase in counselling positions to four additional FTE (a significant increase from 5FTE in 2017).</p> <p>There has also been a new Manager Student Experience and Wellbeing role created, commencing July 2018.</p>	
8	<p>The University will work collaboratively with Universities Australia to support work in this area.</p>	
9	<p>The University has a long history of strong oversight of residential colleges and will continue to work closely with them to pursue initiatives related to this recommendation. An initial internal review of Residential Services has been undertaken to examine current procedures and processes with the safety and wellbeing lens following the release of the TEQSA guidelines and identify immediate priorities for improvement. Recommendations for this internal review has led to the appointment of a Manager, Student Experience and Wellbeing for our residences as well as a structural review and a forward work program to update policies and procedures.</p>	<p>An external review of University residential accommodation will be commissioned later in 2018.</p> <p>New policies and procedures for University of Tasmania Student Living Communities (Colleges and other student accommodation) have been developed for implementation in the 2019 academic year which will contain more detailed coverage of behaviour expectations (including specific</p>

		reference to sexual assault and sexual harassment.)
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