Respect. Now. Always. Plan
2017 onwards
Updated August 2019

Overview

In August 2017, the Australian Human Rights Commission published the *Change the Course* report on the results of the *National University Student Survey on Sexual Assault and Sexual Harassment*. The survey found that just over 50 per cent of university students experienced sexual harassment in 2016 and 7 per cent were sexually assaulted in 2015 or 2016.

The *Change the Course* report provided nine recommendations for universities, focused on five areas:

- Leadership and governance: visible commitment to, and transparent implementation of, recommendations
- Changing attitudes and behaviours: measures to prevent sexual assault and sexual harassment
- University responses to sexual assault and sexual harassment: effective processes and policies
- Monitoring and evaluation: evaluation and improvements are made over time
- Residential colleges and university residences: cultural improvement and risk management

Recommendation 1 advises universities to develop a plan to address the recommendations in *Change the Course*. This document is ECU's action plan, overseen by the Vice Chancellor and the *Respect.Now.Always* (RNA) Advisory Group.

The recommendations are summarised below, and provided in full in the relevant section.

In 2019, ECU received the report of the University commissioned, independent review of policies and pathways for addressing sexual assault and sexual harassment. In the same year, the regulatory body for the sector, Tertiary Education Quality and Standards Agency (TEQSA) made a number of non-statutory requests in relation to ECU's initiatives to prevent and respond to sexual assault and sexual harassment. This latest update to ECU's RNA Plan (the Plan), as at September 2019, includes these additional actions and also takes account of a gap analysis undertaken of the Plan and Universities Australia's *Guidelines for University Responses to Sexual Assault and Sexual Harassment.*

A summary of ECU's progress to date (as at 26 August 2019) against our identified strategies and indicators is included. This illustrates the depth and breadth of work being undertaken at ECU in relation to *Respect. Now. Always* and what still remains to be achieved.

EJ | Strategy and Performance Unit | 26 June 2018 | Supplementary Actions Added and Progress Updated 26 August 2019 AMM

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Recommendations by the Australian Human Rights Commission

EJ | Strategy and Performance Unit | 26 June 2018 | Supplementary Actions Added and Progress Updated 26 August 2019 AMM

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Recommendation 1: Implementation body and action plan

Vice-Chancellors should take direct responsibility for the implementation of these recommendations, including decision-making, monitoring and evaluation of actions taken.

To assist and advise them in this respect, Vice-Chancellors should have an advisory body within their institution,which has responsibility for guiding the implementation of the recommendations made in this report.

The advisory body should report directly to the Vice-Chancellor of each university and include representatives from:

- the university's senior leadership
- the student body
- academic staff
- residential colleges affiliated with the university
- student services, such as: counselling services, medical services and campus security, and
- frontline sexual assault services.

The advisory body should be responsible for developing an action plan for the implementation of these recommendations.

The development of an action plan should involve broad and extensive consultation with all relevant stakeholders from the university community and, where relevant, the wider community. The advisory body should also seek independent expertise where relevant and draw on existing research and best practice.

The advisory body should assess and publicly report on the university's progress towards implementation of these recommendations within 18 months of the release of this report. From then on, public reporting on progress should occur on an annual basis.

1	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
1.1	Establish an advisory body with representatives as listed in the recommendation.	Sep 2017	PVC(E&I)	Establish an advisory group.	• The RNA Advisory Group was established in September 2017. • The RNA. Advisory Group is chaired by ECU's Pro Vice-Chancellor (Equity and Indigenous). • The RNA Advisory Group comprises representatives from senior leadership, ECU Student Guild, ECU Women's Community, ECU Queer Collective, academic staff, Facilities and Services, Security and Traffic	Completed.

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1	**Strategy**	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
					Services, Human Resources, Student Services, Counselling and Equity, and Student Health.	
		Nov 2017	PVC(E&I)	Finalise the terms of reference.	• Terms of reference were finalised at the November 2017 meeting.	Completed.
		Dec 2017	PVC(E&I)	Hold regular scheduled meetings.	• 2017: The first meeting was held in September and a second in November. • 2018: Four meetings were held: March; June; September and December. • 2019: Three of the four meetings scheduled (March; June; September and December) have taken place.	Completed. Ongoing in 2019.
1.2	Develop an action plan to implement the recommendations.	May 2018	D SGSC D SL	Seek student input to the action plan.	• The RNA Plan (the Plan) was provided to the April 2018 meeting of the Vice-Chancellor's Student Advisory Forum (VCSAF) for input. All students and staff were emailed in May 2018 to provide their feedback. • Student forums were held in May 2018 at Joondalup Campus and Mount Lawley Campus, with a videolink to South West (Bunbury) Campus.	Completed.
		May 2018	D SGSC	Finalise the action plan.	• Feedback from students and staff has been integrated into the Plan. • The Plan was endorsed by the RNA Advisory Group and approved by the Vice-Chancellor in June 2018.	Completed.

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1	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
		Once finalised	D SL D SGSC	Communicate the plan to students and staff, including a location on ECU's website.	• The Vice-Chancellor issued a global email to all staff and students in July 2018 to promote the finalised ECU RNA Plan. • ECU RNA Plan is available on the ECU website: http://www.ecu.edu.au/about-ecu/reports-and-plans/respect-now-always	Completed.
1.3	Share information with other universities and related organisations to facilitate best practice.	Ongoing	D SL D SGSC	Seek information from, and share information with, other institutions and organisations on best practice in responding to the *Change the Course* report and *Respect. Now. Always.*	• ECU Researched and compiled a document summarising the plans and actions of other universities for discussion at the RNA Advisory Group in March 2018. New elements were incorporated into ECU's RNA Plan as a result. • Circulated *The Red Zone* report by End Rape on Campus Australia to the RNA Advisory Group in March 2018 for reference. • ECU hosted Universities Australia's Respect. Now. Always. workshop "Sharing Knowledge, Experience and New Approaches" at Joondalup Campus in April 2018. The workshop enabled universities to share approaches and expertise. • The two main performing arts industry representation groups (the MEAA and Actors Equity) are working with theatre and production companies Australia-wide to develop policy guidelines on sexual harassment and appropriate physical standards and expectations. ECU's Western Australian Academy of Performing Arts (WAAPA) is part of these conversations and is actively inputting into the review process and development of the guidelines. Live Performance Australia (which represents the interests of subsidised and commercial producers) have also publicly committed to working with stakeholders to develop industry wide guidelines. WAAPA has been invited to be part of their review. • Universities Australia *Principles for Respectful Supervisory Relationships* was circulated and discussed at the RNA Advisory Group meetings in June and September 2018. The Education and Training	Ongoing.

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1	Strategy	Timeline	Responsibility	Indicator/action	Progress		Status
					Working Group have considered this document and will identify any additional actions required in the context of broader training requirements. • The RNA Advisory Group considered the finalised Universities Australia *Guidelines for University Responses to Sexual Assault and Sexual Harassment* at its September 2018 meeting. A review, including a gap analysis and comparison with ECU's RNA Plan, has been conducted, which will inform future revisions to ECU's Plan.		
1.4	Monitor and assess progress towards the recommendations.	Ongoing	Advisory Group	Keep all stakeholders informed of progress towards the recommendations.	• ECU's Vice-Chancellor receives a progress report from every RNA Advisory Group meeting. A report on RNA Plan initiatives is provided at each Equity and Diversity Committee meeting. • The University has submitted the following progress reports at the request of external parties: ▪ WA Minister for Women's Interests: November 2017. ▪ Council of Australian Postgraduate Associations: December 2017. ▪ The Hunting Ground Australia Project: December 2017. ▪ Tertiary Education Quality and Standards Agency (TEQSA): May and November 2018. ▪ WA Minister for Education and Training via WA Higher Education Council: July and November 2018. ▪ Australian Human Rights Commission: November 2017; July 2018 and March 2019.		Ongoing.

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1	**Strategy**	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
1.5	Publicly report on the University's progress towards the recommendations.	Feb 2019, then annually	Advisory Group D SGSC	Publish a report on our website based on the assessments of our progress.	• Progress report (as at March 2019) signed by the Vice-Chancellor was published on ECU's website following the March meeting of the RNA Advisory Group.	Completed for 2019. Will be repeated in 2020.

Recommendation 2: Education and training programs

Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that:

- provides students and staff with education about: behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, 'violence supportive attitudes' and bystander intervention, and
- identifies existing resources and communications campaigns that reinforce key messages of education programs for dissemination to staff and students.

Education programs and communications should:

- target all levels of the organisation – current and future students, staff, residential colleges, sports clubs, student societies and student unions
- be based on best practice and research
- be developed and delivered by individuals and/or organisations with expertise in sexual violence prevention
- be developed in consultation with university students, and
- include measures for evaluating and refining the actions taken.

2	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
2.1	Establish a working group to investigate and lead the items in this recommendation.	Dec 2017	Advisory Group	Establish a working group to lead ECU's responses to this recommendation, comprising students, academic staff, CLT, SSC, HR, external specialists, and others as appropriate.	• The RNA Advisory Group established a working group, with staff and student representation, to lead ECU's responses to the recommendations for provision of education and training. • The working group held its first meeting in June 2018. A briefing note was provided with details of the education and training programs used by other universities. • The working group is maintaining its focus on ensuring a holistic approach to the co-ordination, collation and consistency of RNA training materials utilised at ECU.	Completed.

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2	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
2.2	Identify existing educational resources and communications at ECU.	May 2018	Working Group	Identify the strategies, resources and communications previously used at ECU, to see if these can be reused or leveraged.	• A review of website resources has been conducted and a benchmarking exercise with other universities completed. • Additional information is being added to website resources. • The results of the Independent Review highlighted additional activity in this area.	Completed. Ongoing in 2019.

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2	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
2.3	Identify educational resources outside ECU.	May 2018	Working Group	Identify the external resources relevant to training of students and staff, which may be reused or adapted.	• As a member of Universities Australia, ECU will have access in the future to the training package that will result from the recently announced partnership between Universities Australia, Our Watch and the Victorian Government's Office for Women to develop the Respect and Equality Program (REP) as part of an institutional approach to prevent gender-based violence. • The material will include an online resource for students (REP) and deliver a new set of workplace standards, training packages, resources and toolkits for senior leaders, staff and students to promote gender equality. The student materials are being trialled over the next 18 months. • A contract has been signed for the delivery of *Consent Matters* to students at ECU commencing in 2019. • The working group has evaluated several options to determine what training will best meet the educational needs of ECU's students, to be rolled out to all students in 2019. • WAAPA has established a specific working group to examine how industry guidelines can be incorporated into teaching and practical operations. • WAAPA has engaged an international Theatre and Intimacy Director to undertake a week of training for WAAPA staff on managing intimacy, sexual content and expectations in productions and teaching materials with a view to develop guidelines for staff. • ECU will continue to liaise with Curtin University who are piloting a bespoke training course. This was planned for 2018 but delivery has been delayed.	In progress.

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2	**Strategy**	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
2.4	Determine suitable education strategies for university-wide implementation.	Jul 2018	Working Group	Select the most appropriate method and style for educating students, in consultation with experts and students. Consider needs of HDR students and students in diversity groups. Determine how success will be evaluated.	• A coordinated approach for delivering a suite of RNA supporting materials is considered imperative. This suite will require incorporation, where appropriate, of a range of supporting resources and guidelines include supervisory principles, physical contact and WAPPA suite of industry specific resources which will align with ECU policies and guidelines. • RNA posters were refreshed for consistency and accuracy in Q4 2018. • Redesigned Orientation program for all commencing students in 2019 incorporated RNA related information and material. Further communications strategies involving ECU students are planned for 2019.	In progress.
		Mar 2020	PVC (E&I) DVC E ADs T&L	Ensure consistent awareness raising material is posted on Blackboard learning sites with the potential to promote the material to students at the start of semester. (CBIR Rec. 9).	•	
		Mar 2020	Advisory Group	Consider cultural differences to maximise awareness of expected student behaviours and consequences for misconduct. (CBIR Rec. 10).	•	

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2	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
		Jul 2018	Working Group	Review the most appropriate method and style for educating staff, in consultation with experts and HR. Different 'bands' of training (levels of complexity/competency) are likely required depending on staff role. Determine how success will be evaluated.	• Specialised training for referral staff is being reviewed and additional supporting strategies for front line staff is being developed. • WAAPA is developing a proposal to commission experts in the field to deliver training for staff on the on the Intimacy On Set Guidelines that provide best practice when working with intimacy, simulated sex scenes and nudity	In progress.
		1 Dec 2019	Advisory Group	Bystander training to be delivered during 'O' Week. (CBIR Rec. 7).	•	
		1 Dec 2019	Advisory Group	Provide evidence for the provision of bystander training to students to TEQSA.(TEQSA[1])	•	
2.5	Obtain/develop training resources.	Jul 2018 onwards	Working Group	Customise/obtain/develop resources as required.		In progress

[1] (TEQSA) signifies an action requested by TEQSA.

2	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
2.6	Deliver education to students and staff.	After training developed	Advisory Group	Deliver training to students.	• *Consent Matters* to be delivered to students from 2019. • New *Respect and Equality Program,* the national training program being led by Universities Australia expected to be available in 2020. • WAAPA conducted a series of workshops with all student groups to discuss sexual harassment, consent and respectful boundaries arising out of RNA and the #MeToo movement. These workshops will be held yearly with all WAAPA student groups and students are encouraged to come forward to discuss any issues or concerns they may have. • WAAPA has engaged an international Theatre and Intimacy Director to undertake a week of training for WAAPA staff on managing intimacy, sexual content and expectations in productions and teaching materials with a view to develop guidelines for staff.	Not yet commenced. Completed. Ongoing in 2019.
		After training developed	Advisory Group	Deliver training to staff.	• Existing training is in place for staff (particularly those likely to receive disclosures), and selected students, e.g. those with leadership responsibilities and those in residential accommodation.	In progress.
		After training developed	Advosory Group	Ensure first responder training is underpinned by trauma informed care assumptions. (CBIR Rec. 4).	•	

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2	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
2.7	Evaluate and refine the actions taken.	After training delivery	Working Group	Assess the effectiveness of the training in the short-term and the long-term, and refine as required.		

Recommendation 3: Information provision and reporting processes

In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should:

- widely disseminate information about university reporting avenues to staff and students
- widely disseminate information about internal and external services to staff and students, including: university counselling and medical services, campus security, local sexual assault services, police, medical centres, hospitals, counselling services and anti-discrimination agencies
- ensure that information about internal and external reporting procedures and support services is displayed clearly, in a logical place(s) on the university website
- ensure that information about internal and external reporting procedures and support services is provided to students as part of their orientation into university and to new staff as part of their human resources induction/on-boarding
- ensure that information about internal and external reporting procedures and support services is accessible to all students and staff, including: people with disability, people from CALD backgrounds, and
- develop relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary.

Universities should evaluate the activities undertaken to increase awareness of support services and reporting processes to ensure that these measures have been effective in increasing awareness among staff and students.

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3	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status

3.1	Disseminate information about university reporting avenues, support services, and security services to students.	Aug 2017 and ongoing	D SL
			D FSC
				Provide information to students, and review the ongoing availability and accessibility of information.
				
				Information should consider the specific needs of LGBTIQ students, students with disability, Aboriginal and/or Torres Strait Islander students, international students, higher degree by research students, students from culturally and linguistically diverse backgrounds, and external/online students (within Australia).
					• The ECU Student Guide (published online and promoted during orientation) has been updated to include information about consent, ECU's Prevention of Harassment, Bullying, Discrimination and Violence policy, incident reporting processes, and support services.
					• The Vice-Chancellor emailed all **students** in July 2017 regarding Respect. Now. Always. initiatives, including support services and incident reporting information. In August 2017, a second email was distributed to all students regarding the *Change the Course* report, accompanied by information about support services and incident reporting.
					• Student forums were held in July and August 2017 by ECU senior leadership to provide the ECU Student Guild, student leaders and other student representatives with briefings on Respect. Now. Always. initiatives, and information on support services and incident reporting.
					• Respect. Now. Always. campaign materials are displayed prominently on campus. Information about campus security has been disseminated.
					• Facilities and Services Centre has developed a draft Wellbeing Booklet for dissemination around student common areas. The booklet is currently being reviewed by the RNA Advisory Group before distribution.
					• ECU global Email from the Vice-Chancellor was issued to all staff and students in **July 2019** highlighting:
					  ▪ A new Report Sexual Misconduct Form, allowing students and staff to report incidents, including anonymously.
					  ▪ Development of a new Student Code of Conduct Policy, with a focus on respectful relationships.
					  ▪ Recently revised student misconduct rules, which outline the procedures and penalties for student misconduct.
					  ▪ Investing in additional campus lighting, security cameras and 24/7 staffing of a central control room
					  ▪ Implementation of the NowForce incident reporting app with panic button (link to 3.2 below).
						Ongoing.

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3	**Strategy**	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
3.2 Disseminate information detailing university reporting avenues, individual responsibilities, support services, and security services to staff.		Aug 2017 and ongoing	D HRSC D FSC	Provide information to staff, and review the ongoing availability and accessibility of information.	• The Vice-Chancellor emailed all **staff** in July 2017 regarding Respect. Now. Always. initiatives, including support services and incident reporting information. In August 2017, a second email was distributed to all staff regarding the *Change the Course* report, confirming that ECU will adopt the AHRC's nine recommendations, and providing information about responding to incidents. • Staff forums were held in July 2017 by ECU senior leadership to provide an opportunity to discuss ECU's actions, processes, and preparation for the survey findings. • Respect. Now. Always. campaign materials are displayed prominently on campus. Information about campus security has been disseminated.	Completed. Ongoing in 2019.
		30 Jun 2020	D SGSC D SL	Submit evidence to TEQSA of anonymous reporting options and reporting options for sexual harassment that are publicised on ECU's website as requested by the students to ensure students' ready access to appropriate reporting mechanisms. (TEQSA)	•	

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3	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
3.3	Review and improve placement/visibility of information on ECU's website.	Dec 2017	D SL	Review information on the website, including accessibility, and other related information, e.g. sexual health web page. Ensure information is accessible to all students and staff, including people with disability and people for whom English is not their first language.	• The revised 'Sexual Assault and Harassment' webpage has launched on the ECU website, with information about reporting procedures and support services. [Note: Further review requested via student feedback: this webpage provides specific contact details for reporting sexual assault, but not sexual harassment, and does not mention anonymous reporting.] • A Project Officer from Student Life has undertaken the review of the website.	In progress.
		Mar 2020	D SL D BM	Review website to provide clearer, accurate information that provides a single point for information, reporting and availability of support services. (CBIR Recs. 2 and 3).	•	

3	**Strategy**	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
		Mar 2020	D SL	Website to include FAQs and guidance for people who may disclose. (CBIR Rec. 8).	•	
3.4	Identify/develop information for provision to students as part of orientation.	Feb 2018	D SL	Provide materials to students during orientation.	• Respect. Now. Always. campaign materials disseminated during student orientation. • WAAPA is reviewing its Theatre Practice Standards Guidelines to include information on sexual harassment and reporting. This document is issued to all students at the start of every year of their course and all students sign an acknowledgement of the principles outlined within. • Three new 'WAAPA Safety in the Community' guideline documents have been developed and distributed to enrolled WAAPA students outlining expected standards of behaviour in and out of the classroom and associated reporting mechanisms. These continue to be reviewed and updated yearly.	Completed.
3.5	Identify/develop information for provision to staff as part of their induction/on-boarding, including temporary and sessional staff.	Dec 2018	D HRSC	Review information provided to staff during induction/on-boarding. Ensure diversity (e.g. LGBTIQ, race, culture, disability) is included in training.	• Legal requirements and expectations are covered in the mandatory online training (Equal Employment Opportunity) completed by all staff during induction, and then every two years.	Completed.
		Jun 2018	D HRSC		• ALLY training has been more widely promoted across the University resulting in an increase in the number of ALLY'S at ECU. The ALLY network aims to create a	Completed.

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3	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
				Review visibility of ALLY training.	more diverse and inclusive culture by promoting greater awareness of, and support for lesbian, gay bisexual, transgender and intersex (LGBTI) staff and students. • Number of Allies at ECU has increased from 12 to 29 in 2019. • Significant development in LGBTIQA+ inclusion including the establishment of a specific sub-committee of the Equity and Diversity to promote LGBTQIA+ inclusion and visibility.	Ongoing
3.6	Review and strengthen relationships with external services to enable referral where necessary.	Dec 2017	D SL	Identify existing relationships between ECU, student organisations, and external services and action opportunities for strengthened and new connections.	• ECU has a strong relationship with the Department of Health's Sexual Assault Resource Centre (SARC), Western Australia's 24-hour emergency sexual assault (rape crisis) service. SARC can provide medical care, forensic examinations and counselling, as requested. SARC also provides education and training, including a Respectful Relationships program. • The University also has a relationship with the WA Police Sex Assault Squad, which investigates reports of sexual assault. [Note: An incident can be reported to ECU without involving the police or other external services.]	Completed. Ongoing in 2019.
3.7	Evaluate the activities undertaken to increase awareness, and refine as necessary.	Ongoing	D SL D HRSC	Evaluate the activities, and refine as necessary.		
3.8	Review information provided to ECU	Dec 2018	D SL	Review the information provided to ECU students	• Resources are currently under review.	In progress.

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3	**Strategy**	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
	students travelling overseas.			travelling overseas on student exchange, study abroad or study tours about cultural norms in the countries they are visiting. Modify the information and/or processes if required.		

Recommendation 4: Policies, response pathways and support services

In order to ensure that actions taken by universities to prevent and respond to sexual assault and sexual harassment are appropriate, within a year of the release of this report universities should commission an independent, expert-led review of existing university policies and response pathways in relation to sexual assault and sexual harassment.

This review should assess the effectiveness of existing university policies and pathways and make specific recommendations to universities about best practice responses to sexual assault and sexual harassment.

In the interim, and at an institutional level, universities should draw on sexual violence counselling expertise to develop and review processes for responding to sexual assault and sexual harassment of students to ensure that they:

- ensure the immediate safety and wellbeing of the individual who has experienced the sexual assault or sexual harassment
- are clear and accessible
- provide individuals with control over what happens to their report
- have the flexibility to suit individual circumstances
- provide students with support to continue with their studies
- provide specialist support, from someone who has specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors, and
- accommodate the needs of students from a diverse range of backgrounds.

4	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
4.1	Commission an independent, expert-led review of existing ECU policies and response pathways in relation to sexual assault and sexual harassment.	Jul 2018	D SGSC	Commission an independent review, with opportunities for students to participate.	• In October 2018, ECU commissioned independent consultants, *Code Black Threat Management,* to undertake the review of ECU's policies and processes in relation to sexual harassment and sexual assault. • Opportunities were provided for all students to participate in the review process through face-to-face, individual student surveys and student focus groups that were held on all three campuses. • A selection of staff participated in individual interviews. • Final report settled and received July 2019.	Completed

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4	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
4.2	Implement recommendations from independent review.	After review	Various	Implement recommendations of review.	• ECU has provided feedback on the final draft of the review of the report for validation purposes and receipt of the final report is imminent. • The RNA Advisory Group will consider the implementation of the recommendations. • Working Group considered the Code Black Independent Review Report at the May 2019 meeting. All accepted recommendations have been incorporated into the Plan.	In progress
		1 Dec 2019	D SGSC	Submit a copy of the final Code Black Threat Management report and the action plan developed in response to the report to TEQSA. (TEQSA)	•	
4.3	In the interim, develop and review processes for responding to sexual assault and sexual harassment of students.	Jul 2017	D SL	Develop and review policies and processes to ensure they meet the guidelines in the recommendation.	• ECU's Prevention of Harassment, Bullying, Discrimination and Violence policy was revised in July 2017. • Adjustments were made to the internal procedure for reporting and handling incidents, which resulted in the revised 'Sexual Assault and Harassment' webpage launched in July 2017. • A meeting with all WAAPA student fundraising groups has been arranged and a set of guidelines for orientation / welcome events are currently being drafted. These guidelines outline expectations around on- and off-campus behaviour and use of social media.	Completed.

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4	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
		Dec 2018	DVC (E)	Ensure workplace integrated learning (WIL) policies include references to sexual assault and sexual harassment policies and processes, as appropriate.	• The current review of ECU's WIL policy will be completed by end 2019. This will include references to sexual assault and sexual harassment policies and processes, as appropriate.	Completion by end 2019.
4.4	Further improve and adapt policies and processes in response to Universities Australia's *Best Practice Guidelines*.	Mar 2020	D SL D GRS	Make any necessary adjustments in response to principles and guidelines from UA (best practice), and UA-NTEU-CAPA (postgraduate research student support).	• In advance of the outcomes of the independent review of policies and processes, ECU's reporting procedures, *Prevention of Harassment, Bullying and Discrimination and Violence* policy, and ECU website have been reviewed and updated	Completed.
					• Universities Australia's Best Practice Guidelines have been reviewed and a 'gap analysis' undertaken. Implications for ECU were considered simultaneously with the independent review outcomes to comprehensively consider and include any future improvements to policies and response pathways. • This will also incorporate the *Principles for Respectful Supervisory Relationships* (considered by the training Working Group of ECU's RNA Advisory Group) from	Plan updated to include further actions to being

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4	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
					Universities Australia, National Tertiary Education Union, Council of Australian Postgraduate Associations and Australian Council of Graduate Research.	progressed at ECU.
		Mar 2020	D SL D HRSC	Consider and reflect the Universities Australia guidelines and principles on policy compliance in all ECU policy revisions. (UA Guidelines) [2].	•	
		Mar 2020	D SL D HRSC D SGSC	Consider and reflect the recommendations from the independent review I ECU's n policy content. (CBIR Rec. 1).[3]	•	
		30 June 2020	Working Group	Submit copies of the relevant policies and procedures developed or revised in response to the Code Black Threat Management report to TEQSA. (TEQSA).	•	

[2] (UA Guidelines) signifies the actions that need to comply with the *Universities Australia's Guidelines for university responses to sexual assault and sexual harassment*.
[3] (CBIR) signifies the actions that need to comply with the relevant recommendation in the Code Black Independent Review

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4	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
4.5	Investigate establishing a dedicated support service for students who have experienced sexual assault or sexual harassment.	Jul 2018	D SL MCE	Investigate feasibility, including demand and resourcing, for a dedicated support service (e.g. reporting, case management, advocacy) for students who have experienced sexual assault or sexual harassment, perhaps in Counselling Services, or similar to the Student Equity, Diversity and Disability Service.	• Currently, reports can be made to Security and Traffic Services, Counselling Services (emergency appointments are available), Health Services, Student Connect, or, where desired, any staff member at ECU or Campus Living Villages. • ECU also has a dedicated phone number (+61 8 6304 2282) and email address (reportassault@ecu.edu.au) for reporting sexual assault for students who are reluctant or unable to make a report in person, or prefer these methods of communication. • The independent review suggested (Rec. 5) an additional dedicated resource in Student Life but this was not considered necessary by the Working Group. This may be revisited in the future following the appointment of a new Director, Student Life in Sep 2019. • The independent review suggested (Rec. 6) providing a dedicated counselling service at the accommodation villages, a need reported by students. This was deemed not sustainable by the Working Group. All students are made aware of access to services provided by ECU.	In progress. Completed.

Recommendation 5: Training for staff and students likely to receive disclosures

Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual assault and sexual harassment.

Universities should ensure that these staff members and student representatives receive training in responding to disclosures of sexual assault and sexual harassment, delivered by an organisation with specialist expertise in this area.

5	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
5.1	Identify staff members and student representatives most likely to receive disclosures of sexual assault and sexual harassment.	Dec 2017 *(FSC and SSC staff & students)* Dec 2018 *(school staff)*	D SL D HRSC D FSC	Identify staff members and students likely to receive disclosures.	• Staff identified as most likely to receive disclosures included: counselling, health services, residential accommodation services, human resources, security services and academic and professional staff in schools. • Student leaders were identified through the ECU Student Guild.	Completed.
5.2	Arrange training for the staff and students identified above, to be delivered by experts.	Dec 2017	D SL D HRSC	Arrange training for staff and students identified above. Training should also consider the needs and issues specific to LGBTIQ students, international students, HDR students, Aboriginal and/or Torres Strait Islander students, students from	• The Sexual Assault Resource Centre (SARC) was funded to deliver training to ECU Student Guild staff, Senate and other officers (30 people). • SARC delivered training on receiving disclosures to Managers in Student Services, Human Resources staff and Control Room staff in July/August 2017. • Counselling Services staff have received training from SARC and all Security Officers have received training as at March 2018. • Continued delivery of Mental Health Frist Aid as part of ECU's PD offerings.	Completed. Ongoing.

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5	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
				culturally and linguistically diverse backgrounds, and students with disability.		
		After training developed	Working Group	Ensure first responder training is underpinned by trauma informed care assumptions. (CBIR Rec. 4).	•	
		Dec 2018	D HRSC	Review ways to encourage or mandate completion of *LGBTI Awareness Session* training (or equivalent) for all frontline staff.	• This will be considered as part of ECU's emerging Diversity Development Program, a program of separate and connected professional development designed to encompass all professional development in inclusivity. • LGBTI Awareness now offered as a PD opportunity. Session scheduled for October 2019 at the Joondalup Campus.	In progress.

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Recommendation 6: Information storage

Universities should ensure that information about individual disclosures and reports of sexual assault and sexual harassment is collected and stored confidentially and used for continuous improvement of processes, including:

- details of the complaint/incident
- steps taken to respond to the complaint/incident, i.e.: whether the individual reported to police, whether the perpetrator was moved to a different lecture/tutorial
- support or assistance received, i.e.: whether the person received counselling from university services, whether they reported to police, whether they received support from an external sexual assault service
- time taken to respond to the report and/or refer the person to support services, and
- any feedback provided by the complainant/respondent in relation to the process.

Access to this information should be limited to staff members with responsibility for responding to disclosures and reports and those responsible for improving university responses to disclosures and reports.

On a regular basis – at least every six months – Vice-Chancellors should be provided with de-identified reports of this data, including any trends or identifiable concerns which arise, along with recommendations for any necessary improvements to processes.

6	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
6.1	Review collection processes and storage of data.	Jul 2018	D SL D HRSC D FSC D SGSC	Ensure the details recommended above are recorded by ECU, and that the data is stored centrally, securely and confidentially.	• Implementation of Polonius system is planned at ECU, which will assist with the collection, storage and reporting of confidential incident data. The 'Complaints' module will be the next module rolled out, once the current phase of user-testing is complete. User testing is almost complete.	In progress.
6.2	Provide de-identified reports of the data collected to the Vice-	Every six months	D SGSC	Provide reports to the Vice-Chancellor.	• Whilst technical issues have delayed the implementation of Polonious, consolidated complaints information (including allegations of sexual harassment and/or sexual assault) is collected manually and reported	Check Status/Progress

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6	**Strategy**	**Timeline**	**Responsibility**	**Indicator/action**	**Progress**	**Status**
	Chancellor, including trends and recommendations.				quarterly to the University's Quality Audit and Risk Committee which includes the Vice-Chancellor as a member.	

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Recommendation 7: Capacity and training of counselling services

Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:

- the capacity of university counselling services to respond to students' requests for counselling in an appropriately timely manner, and
- how many university counselling staff have received training in working with sexual assault survivors.

As part of this audit, universities should collect data on:

- the average length of time students are required to wait to see a university counsellor, and
- the number of urgent/crisis requests for counselling received.

This data should be assessed to determine whether additional counselling services are required to meet the urgent needs of students who have experienced sexual assault or sexual harassment.

If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable.

7	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
7.1	Commission an audit of ECU Counselling Services.	Dec 2017	SDVC D SL	Audit ECU Counselling Services to assess capacity to respond to students in a timely manner (wait time) and staff training in working with sexual assault survivors.	• ECU has audited its counselling services to assess capacity and training, including the wait time for appointments	Completed.
7.2	Implement any recommendations from the above review.	Apr 2018	D SL	Action any recommendations.	• The audit found that emergency appointments are available every day, and the wait time for standard appointments is generally shorter than those of the other WA universities. All counselling staff have undertaken specialist training in supporting those who have experienced sexual assault.	Completed.

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Recommendation 8: Student surveys

Universities should engage an independent body to conduct the national university student survey of sexual assault and sexual harassment at three-yearly intervals to track progress in reducing the prevalence of these incidents at a sector-wide level.

8	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
8.1	Support UA survey of students in three-yearly intervals.	Every three years. Due 2020.	D SGSC	Facilitate survey process as required.	• Consistent with the national approach, ECU students will be surveyed every three years.	Social Research Centre will administer the next survey in 2020.

Recommendation 9: Student accommodation and campus facilities

In addition to considering the implementation of the university recommendations made in this report, residential colleges and university residences should commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.

This review should consider:

- appropriate responses by a college or university residence to reports of sexual assault and sexual harassment
- a trauma-informed and rights-based approach in a situation in which an allegation of sexual assault has been made
- the ways that hazing practices and college 'traditions' facilitate a culture which may increase the likelihood of sexual violence
- the role of alcohol in facilitating a culture which may increase the likelihood of sexual violence
- the level and nature of supervision in a twenty-four hour residential setting in which large numbers of young people are living away from home, and
- the level and adequacy of training required to equip residential advisors to serve as first responders or in response to matters of sexual assault and harassment.

9	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
9.1	Commission an independent, expert-led review of on-campus accommodation.	TBA	D FSC	Commission an independent review, particularly of the items suggested in the recommendation (e.g. hazing, alcohol, supervision, training).	• ECU commissioned an audit by external auditors (Risk Advisory Services) who are currently reviewing Campus Living Village's (CLV) staff training and practices in sexual harassment reporting procedures and practices. The audit will also review the impact of awareness raising posters for students. The audit report was received in November 2018. The reviewers made two recommendations: 1. To be more active with the CLV facebook page especially during Orientation and throughout the year to promote RNA campaign. 2. Cost/benefit exercise to expand the OSH online training CLV operate to include a module on sexual assault, to be carried out annually. Recommendation 1: achieved. Recommendation 2: following the CLV audit a nationwide review of staff training is taking place and the time frame is 2019.	Completed.
9.2	Implement any recommendations from the review above.	After review	D FSC	Action any recommendations Continue liaison with CLV on developments..	• Recommendation 1: achieved. • Recommendation 2: following the CLV audit a nationwide review of staff training is taking place and the time frame is 2019. •	Partially completed by CLV.
9.3	Review physical campus security measures.	TBA	D FSC	Review physical campus security measures.	• ECU has reviewed its physical campus security measures.	Completed.

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9	Strategy	Timeline	Responsibility	Indicator/action	Progress	Status
9.4	Implement any improvements identified in the review above.	After review	D FSC	Action any improvements identified.	• Following the review, ECU has upgraded the lighting across the three campuses, and introduced a safety smartphone app. • Additionally, general security measures include allowing students to park closer to campus buildings after 5pm, including staff and visitor bays, on all campuses; and funding the evening CAT bus between the Joondalup Campus and train station. • ECU global Email from the Vice-Chancellor was issued to all staff and students in **July 2019**included updates on: ▪ investing in additional campus lighting, security cameras and 24/7 staffing of a central control room: and ▪ Implementation of the NowForce incident reporting app with panic button.	Completed.
9.5	Review approachability of Security and Traffic Services.	Dec 2017	D FSC	Review ways to improve perceived 'friendliness' and accessibility.	• ECU is working to increase the perception of the 'friendliness' and approachability of security staff by consulting with students on a new uniform and team name.	Completed.
9.6	Implement any improvements identified in the review above.	TBA	D FSC	Action any improvements identified.	• A new uniform was selected, largely based on feedback from students via the ECU Student Guild. • Security staff are currently reviewing names/terminology used at other universities to identify possible alternatives and a shortlist will be discussed with students for feedback.	Completed. In progress.

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