



**RESPECT.
NOW.
ALWAYS.**



**UNIVERSITIES
AUSTRALIA**



10-POINT ACTION PLAN

An initial response from Australia's universities to the national student survey on sexual assault and sexual harassment. AUGUST 2017

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FOREWORD

Around the world, there has been a growing conversation about sexual assault and sexual harassment and what individuals and institutions can do to prevent it. This is a challenge in every country and society.

Australia's universities have a range of initiatives in place to prevent sexual assault and sexual harassment and to support victims and survivors. These include education and consent training, safety programs, prevention and education initiatives and counselling and support services. These initiatives and services aim to expand students' understanding about what constitutes unacceptable or criminal behaviour, to challenge attitudes and assumptions that give rise to those behaviours, and to ensure that support is available for those students who experience them. This document highlights some of the many initiatives already underway.

Building on that work, in early 2016, Australian universities decided to lead a world-first initiative. From all parts of the country, our 39 universities agreed to work together across an entire national university system to amplify the effectiveness of their efforts.

With 1.3 million students and more than 100,000 staff in our universities, we knew we could play a powerful role to shape cultural change across society, as well as in our student communities. We launched our whole-of-sector Respect. Now. Always. initiative to raise awareness and lift the visibility of support services, to seek robust data to guide further improvements in policy and practice and to share best practice and resources among our member universities.

As part of this world-first work, an independent body – the Australian Human Rights Commission – conducted a large-scale survey of students in our university communities. All 39 Vice-Chancellors sought this data to ensure their universities' efforts and resources are focussed on the areas of greatest need and impact. Universities also committed to publicly release the results of this survey to inform the ongoing national conversation about sexual assault and sexual harassment.

All of us anticipate the results of the survey will be challenging. Yet they are important to inform our next steps to prevent and address sexual assault and sexual harassment.

In coming weeks and months, we will digest the survey results and work with university students, staff and other stakeholders on the short, medium and long-term actions needed to prevent and address these unacceptable behaviours. But while we awaited these results, universities have not stood still. Informed by violence prevention and response experts, students and survivors, universities have been developing a series of actions that will now be further informed by the survey outcomes.

In this report, we announce a new 10-point Action Plan to prevent and address sexual assault and sexual harassment. Universities Australia will work in close partnership with our member universities to implement it. In addition to these national initiatives, universities across Australia will take specific local action and build on initiatives already in place in response to the recommendations of the report.

No one should ever be subjected to sexual assault or sexual harassment. Sexual harassment is never OK. Sexual assault is a crime. Australia's universities are united in our determination to prevent and address it.

Professor Margaret Gardner AO
Chair

Belinda Robinson
Chief Executive

RESPECT. NOW. ALWAYS.

BACKGROUND

In February 2016, Australia's universities launched a groundbreaking initiative to prevent and address sexual assault and sexual harassment in university student communities.

The Respect. Now. Always. initiative builds on work done by individual universities in Australia over many years. It seeks to:

- raise awareness of sexual assault and sexual harassment and lift the visibility of support services for students;
- obtain data to guide further improvement in university policies and services; and
- assist universities to share global best practice resources across the sector.

As part of this work, Universities Australia - on behalf of its member universities - asked the Australian Human Rights Commission to conduct a sector-wide survey involving students at all 39 institutions about their experiences of sexual assault and sexual harassment.

Between September and November 2016, 30,930 randomly selected students across Australia's 39 universities participated in the survey. In addition, 1846 people made written submissions to the Commission sharing their experiences.

The results of this survey and the findings of the Australian Human Rights Commission report released on August 1 2017, will help universities to build on these programs.

Universities have made important progress in developing their capabilities and resources to address sexual harassment and sexual assault including through awareness campaigns, consent training, specialist counselling units, sexual assault reporting hotlines and campus security resources.

Over the coming years, the actions we take will be guided by our core principles:

- every student should feel safe as they work towards their degree or diploma; and
- every student who reports sexual violence should receive a compassionate, timely and fair response.

We sincerely thank every student, victim and survivor who told us their stories through this work. In doing so, you have given us robust evidence to guide further action.

Universities Australia acknowledges The Hunting Ground Australia Project for providing seed funding for the national survey, along with Professor Andrea Durbach and the Australian Human Rights Centre at UNSW Sydney for their role in the survey development process. We acknowledge the work of the Australian Human Rights Commission and Roy Morgan Research on the survey and national report.

CASE STUDIES

Over the past decade or more, Australia's universities have developed or implemented a broad range of initiatives at individual institutions. As part of the sector's proactive Respect. Now. Always. initiative, launched in early 2016, universities are now sharing resources. This enables successful initiatives and programs to be expanded across the entire Australian university sector, amplifying their reach and impact.

The following list of university initiatives is a sample of the many underway.

EDUCATION ABOUT CONSENT

Every year, around 300,000 new students enrol in Australia's university system. Around half of them are young adults straight out of high school. They arrive at university with varying levels of understanding about relationships and consent.

To help shape university cultures based on safety and respect, respectful relationships education has become a more common feature of Australian university student inductions in recent years, particularly in some residential colleges.

These programs range from online course modules designed to reach a broad student audience, to specialist training courses delivered in person to small groups of university staff and student leaders, to give them skills and content to offer training themselves.

Monash University, with input from its student organisations has developed and released a video, *Consent: All the time, every time*. Featuring student voices, it outlines the importance of understanding consent. All Monash students are automatically enrolled in the online consent video via their learning platform, Moodle. Monash has, through Universities Australia, shared the consent video with other Australian universities.

The **University of Southern Queensland's** residential colleges now insist all new students take part in a compulsory Fresher Talk on their first day. The talk, led by the colleges' wellbeing adviser, includes content on sexual consent, the bystander effect, bullying and harassment.

At **The University of Queensland's** all-male college, St Leo's, a Q Week program on sexual consent and respectful relationships was run for the first time in 2016. Held in partnership with the women-only Grace College, the three-day workshop included material on sexual assault prevention, inclusiveness and mental health, with students hearing directly from sexual assault awareness advocates. In 2017, the event was moved into O-Week and rebranded as Re-Think, with the program reaching more than 150 students.

Bond University has embedded educational content into its core academic curriculum — making it a mandatory requirement for all undergraduate students across each and every faculty to receive a presentation on consent in their first semester, delivered by senior students. In students' second and third semesters, additional content on gender equality and respect is explored within the curriculum through case studies, lecture examples, tutorials questions and assignment questions.

Federation University Australia is launching FedUni against Violence Student Leader Training. The program covers key themes including healthy relationships and warning signs of unhealthy relationships; understanding and recognising what consent is; types of sexual violence; and what student leaders can do to support themselves and the university community. The program will be rolled out across all campuses during semester two.



Key staff and student residential assistants at **Western Sydney University** have completed the Sex, Safety and Respect training, facilitated by The Full Stop Foundation. The training is now being provided to students across the university. UniGames leaders and coaches have also had briefings about sexual assault and sexual harassment, affirmative consent and bystander intervention.

The University of Newcastle partnered with Oxford University Press and Epigeum in 2015 to develop an online education module for students called Consent Matters. This course is now a mandatory requirement for all students living on campus to complete. The course has since been implemented by 17 universities within Australia, including **The Australian National University (ANU)**, where all first-year students will be encouraged to complete an online sexual consent course in their second semester. So far, more than 2000 students at the ANU have already completed the training.

The University of Adelaide has made 'Consent Matters: consent, respectful communication and active bystander training' available to students and staff as part of their induction to the university. All **Charles Sturt University** students will have access to the Consent Matters online training module within Session 2, 2017. The training will be required for any students who hold leadership roles, as well as students who volunteer or work for the university.

The University of Western Australia established one of the earliest programs of this type in Australia in 2006, with its Sexuality, Sexual Health and Relationships Education (SHARE) project. It seeks to foster positive attitudes, knowledge, skills, and behaviours on sexuality, sexual health and relationships. It also includes workshops on preventing sexual violence and sexual harassment, run in partnership with the Sexual Assault Resource Centre (SARC) and the Equal Opportunity Commission (EOC).



Twice a year for the past four years, the **University of Technology Sydney** has delivered Sex and Ethics Training to all its residential networkers, based on the work of Professor Moira Carmody. **ACTIVATE UTS** also runs training for office bearers in its 111 student social clubs at the start of every semester to identify and eliminate sexual assault and sexual harassment, and lift awareness of reporting obligations and support resources.

At **The University of Sydney**, a pilot program is in the final stages of completion, with plans to roll out a consent module for all students next semester. At **La Trobe University**, all residential students must undergo a mandatory consent training module.

Curtin University established its Ally program in 2006 to help students, staff and members of the LGBTQI community feel welcome and supported to study and work at the university. The program is backed by Curtin's Diverse Sexuality and Gender Identity Inclusion Strategy.

Since 2016, **Macquarie University** has delivered its face-to-face education program to more than 300 students. This program is informed by best practice in sexual violence prevention education, which provides an opportunity for students to critically analyse their attitudes and behaviours towards gender, sex and relationships, and develop bystander skills.

Macquarie is exploring options for embedding further education programs for cultural change throughout the university, including incorporating face-to-face and online learning facilitated by Rape and Domestic Violence Services Australia, which complies with the national standards for the primary prevention of sexual assault through education.



SMARTPHONE SAFETY APPS

In recent years, smartphone safety apps have become more common among the many safety initiatives developed by Australian universities to ensure students can readily access both emergency services and ongoing support. These can be used both on campus and as students travel to university.

Five years ago, the **University of Wollongong** co-developed its SafeZone mobile safety app in partnership with one of the university's tech incubator startups, Critical Arc. It connects students and staff directly to campus security or emergency services for on-campus first-aid or emergencies, 24 hours a day, seven days a week.

The free app is now used by 10 Australian universities and a dozen universities in other countries. Other universities have also developed their own specific safety apps such as **The Australian National University's** ANU OK app, **Monash University's** MSafe, the **UNSW Sydney's** StaySafe@UNSW, **Swinburne University's** Safe@Swin and **Victoria University's** VUSafe app which also allows students to have a friend "virtually" watch over them as they walk between destinations and a single button to notify the friend of trouble and start an emergency call.

The University of Melbourne's Unisafe app, introduced in 2012 and one of the first to be developed in the sector, provides quick access to the Safer Community Program, and information, resources and tools to enhance safety including a personal safety toolbox (a flashlight, a loud alarm and a tool to share the student's location with a friend).

Charles Sturt University's CSUSafe app provides instant access to campus security, offering options for urgent assistance, requesting a call back from security, or requesting a security escort. Staff can also notify security if they are working out of hours.

PARTNERSHIPS WITH SPECIALIST AGENCIES

To inform and extend their initiatives to prevent and address sexual assault and sexual harassment, Australian universities have forged crucial partnerships with many specialist agencies including local rape crisis centres and local police.

The **University of Canberra** has collaborated with the Canberra Rape Crisis Centre to train over 100 staff in a range of areas, from ethical bystander training to self-care techniques. This has included residential managers and residential assistants in student-facing roles.

Deakin University has identified 350 of its staff most likely to receive sexual assault disclosures. These staff have been trained to receive disclosures in the best interest of the victim and make the right referrals. A strengthened partnership with Barwon Centre Against Sexual Assault and Minerva Community Service will deliver further face-to-face training to more than 1000 Deakin staff, to improve understanding of sexual violence and develop new skills and greater confidence to respond to disclosures in a victim-centred and supportive way.

RMIT University has enhanced its support for victims and survivors through a partnership with CASA House. A department of the Royal Women's Hospital in Melbourne, the service offers free and confidential support to those who have experienced sexual assault. CASA experts are training RMIT's existing counselling staff, augmenting the university's ability to better support survivors. The partnership also means RMIT students have exclusive access to a CASA House counsellor on campus, adding CASA House resources into the system rather than putting more strain on resources which are in heavy demand.

CASA House, along with RMIT's Centre for Innovative Justice, will also be involved in RMIT's new restorative justice scheme.

UNSW Sydney has worked closely with Rape and Domestic Violence Services Australia to undertake an independent review of the university's procedures and policies on preventing and responding to sexual assault, harassment and inappropriate behaviour.

In 2013, **Monash University** invited the South Eastern Centre Against Sexual Assault (SECASA) to establish an on-campus presence to provide immediate specialist response and support to victims and survivors of sexual assault and sexual harassment. A member of SECASA is now present at the Clayton campus two days per week and at the Caulfield campus one day per week. The SECASA counsellor is available for consultation by students from all Monash campuses.

Charles Darwin University has established partnerships with independent community support services including the sexual assault referral centre (SARC) and Ruby Gaea Darwin Centre Against Rape.



TRAINING FIRST RESPONDERS AND BYSTANDERS

The compassion and support a person receives when they first disclose a sexual assault or sexual harassment is a powerful factor in recovery. That's why universities have been increasingly investing in first responder training for staff and students.

Victoria University has developed the Respect and Responsibility, Preventing Violence Against Women - Ten Point Plan – a three year commitment made by the Vice-Chancellor to primary prevention, focussing on addressing the key drivers of violence against women. The initiative also includes specialist training for security staff to respond to victims of family violence and sexual assault, as well as a comprehensive bystander training program.

In late August, the Rockhampton-based **CQUniversity** will begin holding first responder training for all university staff so that every staff member will have the training and resources to treat reports of sexual assault and sexual harassment appropriately.

All staff induction guides will be updated with first responder information and in the last half of the year, the university will produce a number of videos for staff and students dealing with respectful relationships, consent, and recognising and responding to a person in crisis.

James Cook University has enhanced its support for students and staff with the launch of its Equity Contact Officers Network. Equity Contact Officers are the first point of contact for students and staff who experience any form of bullying, discrimination or harassment. The number of officers has been increased from 10 to 47 and they can provide information on matters regarding discrimination and harassment and bullying, including informal and formal resolution options available.

In 2017, **Flinders University** also conducted specialised first responder training for continuing and new security and maintenance staff. Similarly, comprehensive first responder training has been provided to college and student leaders at the **University of New England**.

With support from the local specialist sexual assault service, **University of the Sunshine Coast** (USC) is providing training for students, academic and professional staff, and accommodation managers in responding to disclosures of sexual assault, and recognising and responding to students in distress. The workshops are designed to ensure that any student who seeks support or wishes to report sexual assault or harassment is responded to appropriately. USC has also established a new triage process for students accessing counselling services, and has reviewed and updated existing information resources on reporting and seeking support.

Charles Sturt University staff are all being encouraged to complete an online training program on responding to disclosures of sexual violence to help them to support students who report an incident. This is being supplemented with face-to-face training, starting with key student-facing staff such as student liaison officers, student counsellors and Residence Life staff. In addition, the university is establishing a Sexual Assault Resource Group that will be the key contact for staff seeking advice on what to do when they receive a report of sexual violence.

UNSW Sydney has been providing specialist face-to-face training to around 300 staff and students since December 2016. The training provides first responders, student leaders, human resources managers, the health services, and other student support services, with information on how to appropriately respond to reports of sexual assault both on and off campus.

SPECIALIST AND GENERAL COUNSELLING SUPPORT

Having the right support is vital to the recovery of victims and survivors of sexual assault. All universities offer counselling services, and many offer specialist sexual assault counsellors who can provide support face-to-face to student survivors.

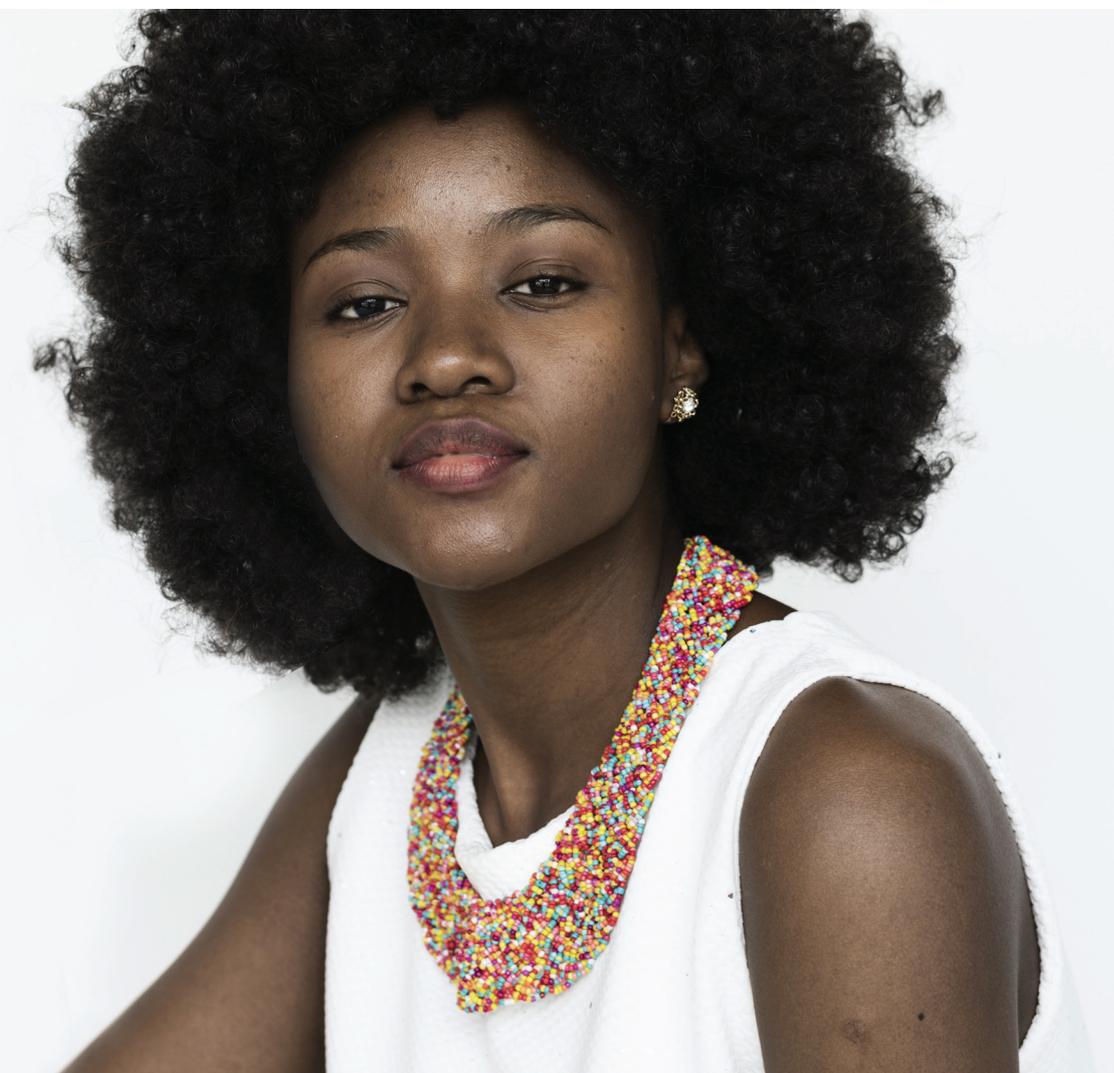
Last month, **The Australian National University** announced it would soon have a full-time specialist sexual assault counsellor located on campus, enabling students to access that service five days a week. **Griffith University** has also established a new full-time violence prevention and response counsellor who will play an active role in promoting respectful behaviour on campus.

Australian Catholic University counsellors undertook training in identifying the specific support needs of LGBTQI students. Additional specialised training will be available to the counsellors in Semester two, 2017 which will build upon the initial foundation training.

The University of Adelaide provides access to expert sexual assault counselling services on campus and has a dedicated phone line to assist students when making reports to the university.

For many years **Charles Darwin University** (CDU) has provided support and counselling services to its students, ensuring that these services are provided equitably to both its traditional on-campus student cohort and its significant online and largely mature age student body. In addition to traditional in-person and telephone counselling services, CDU also offers an Out-of-Hours Telephone Crisis Support service allowing students to access support and counselling where ever they are, outside of traditional work and university hours.

Murdoch University has formed links with the state Government's Sexual Assault Resource Centre to provide students access to a 24-hour emergency sexual assault service in Perth.





CAMPUS SECURITY ENHANCEMENTS

Safety and security teams at Australia's universities also play a vital frontline role to protect students.

In 2008, **Monash University** established its Safer Community Unit to investigate, manage and prevent incidents of sexual violence and harassment. The Safer Community Unit provides an investigation, risk management and coordination role to reduce the risk to staff and students of concerning and threatening behaviour. This is done in collaboration with a multi-disciplinary team and in accordance with research, best practice, and university policy and procedures.

At **Charles Sturt University (CSU)** and **The University of Western Australia's (UWA)** security services operate a 24/7 security office, and around-the-clock security patrols. They also provide after-hours safety escorts to car parks, colleges and accommodation. Emergency 'help point' phones are available across UWA campuses along with well-lit walksafe routes for students, staff and visitors travelling across campus after dark.

The University of New England (UNE) has enhanced the service frequency of its free late-night bus service on Friday and Saturday nights between Armidale CBD and the UNE colleges (from February to mid-October) and expanded the bus route. A safety shuttle vehicle operates between the academic campus and the colleges.

University of Canberra has upgraded campus security over the past two years including a more comprehensive CCTV network, with a control room manned 24/7 to complement a team of security officers who patrol campus around the clock. The university has also improved lighting on campus, cleared garden beds and installed new safe walking paths.

Curtin University has an active Safer Community Team which provides a 24/7 service on its Bentley, CBD and Kalgoorlie campuses including security patrols and escorts to vehicles or student housing after hours. The university operates a wheelchair accessible campus courtesy bus to transport students around its main campus and to student housing. Curtin also funds a bus for students and staff to travel to and from the main campus and its surrounding suburbs.

Edith Cowan University (ECU) has 24-hour security services, including patrols. After hours escorts can be requested, students and staff can park closer after hours in bays normally reserved for other parking categories. Emergency phones are also available across the campuses.

STRONGER COMMUNICATION AND AWARENESS

Mindful that students now get much of their information online, many universities have begun work to make it clearer on their websites and digital media channels where to report an incident of sexual violence or seek support.

Griffith University has recently launched its new Safe Campuses webpage. This collates existing online material and clearly outlines the support services available to staff and students, including Griffith University's after-hours crisis support service and dedicated sexual harassment and assault support line.

The **University of Southern Queensland** has also revamped its digital communications with a page that includes guidance on how to support a friend who has experienced harassment or assault, frequently asked questions, and other emergency contacts and resources.

Monash University has recently updated its Safer Community Unit webpage to provide definitions of rape, sexual assault, consent, sexual penetration and touching as per Victorian legislation.

The University of Notre Dame has created an improved visual presence on its website which includes reporting mechanisms and phone numbers in case of emergency. This information is also included in its on-campus domestic and international student guides, and as a tile on its University of Notre Dame Student App.

The University of Sydney has implemented an anonymous call back service, rewritten its web content and established a single point of contact helpline - 1800 SYD HLP. This service was built by the university to make it easier for students to access various levels of assistance in the event of an incident; including campus security, support services, reporting channels and external 24-hour help.

The university has also implemented a new complaints handling system to be far more transparent with those making complaints about the process, how long it might take, key milestones, and what to expect.

Federation University Australia recently revamped and relaunched its FedUni against violence website to provide staff and students with a comprehensive resource that provides relevant information, incident reporting options, educational materials and support services.

The University of New England (UNE) recently reviewed its Sexual Assault Response Plan, broadening details about how students who have been sexually assaulted can seek help from the university, and adding other practical information, like links to an interactive mapping system to help students identify emergency help phones located around the UNE campus.

Queensland University of Technology (QUT) has established an ongoing working party of key staff and student representatives to ensure the sustainability of initiatives implemented, including heightened student awareness-raising, targeted prevention with specific cohorts such as residential accommodation providers, student leadership training, and staff awareness and training.

At **La Trobe University** the new SpeakUp service was created to provide a safe, supportive and inclusive service to help students and staff to locate support for themselves and others in relation to intimidation, harassment, discrimination, all forms of violence (including sexual and physical assault), and other forms of concerning behaviour.

Southern Cross University (SCU) has introduced two new orientation programs for residents of the university's colleges: one for new residents; the second, focusing on sexual assault, for all residents. The aim is to ensure clear sources of information are provided for anyone who experiences sexual assault or harassment. It also makes clear how SCU will treat reports of sexual assault or harassment.

The University of Adelaide has commissioned the South Australian Equal Opportunity Commissioner to audit the university's communications and support processes, and her recommendations will be considered for adoption as part of the university's ongoing review and refinement of these processes.



STUDENT COLLABORATIONS AND STUDENT-LED INITIATIVES

Students have a crucial role in preventing sexual assault and sexual harassment in university student communities. Many Australian universities have worked closely with students and student leaders to improve institutional responses to unacceptable behaviours like sexual harassment and crimes like sexual assault.

In partnership with the University of South Australia Students' Association women's committee, the **University of South Australia** used the viral "tea and consent video" to raise awareness about consent at a pre-exam event. Almost 200 students watched the video and discussed the issue.

The University of Newcastle has established an internal working group with students to oversee the ongoing improvement of the university's policies and processes. This provides a vital link to students' perspectives as the university continues to develop its strategies to prevent and address sexual assault and sexual harassment.

In at least six Australian universities, students are leading awareness campaigns that complement their universities' initiatives as part of a #NeverOk campaign. One of these is the **University of Tasmania** where staff are working in partnership with the student body to form a united front around the #NeverOK message. The university staff and students have created resources, focus and commitment which is greater than would have been possible by either party working in isolation. The campaign is anchored by a student-led video, which features prominently throughout orientation events and activities, and the #NeverOK logo, coupled with utas.edu.au/safety-respect, is promoted in innovative ways across the campus. Plans are afoot for a collaborative annual #NeverOK Day.

At **University of Melbourne**, the Safer Community Program worked with student organisations to deliver the second annual Respect Week in May 2017. A program of 16 different events across the week encompassed interactive workshops, seminars by leading academics, and social events held at Parkville, Southbank and Burnley campuses. Students and staff signed their pledge to contribute to a respectful living and learning community.

Western Sydney University consulted with international student representatives to develop a wallet size resource for international students. It contains important safety information in relation to sexual assault and sexual harassment, presented with cultural sensitivity. The resource is currently being translated into a variety of languages. Safety sessions were held for first year international students to provide information on what constitutes sexual assault and sexual harassment, how to report an offence and the internal (including academic support) and external support services available to students. Western Sydney University has also developed a Respect. Now. Always. Student Ambassador Program, with over 40 student ambassadors. The ambassadors work across all the university's campuses to promote awareness of what constitutes sexual assault and sexual harassment, how to report these offences and the internal and external supports available to them.

The University of Western Australia and the Student Guild have established a Safety on Campus Working Group focussed on delivering a shared work plan with initiatives covering services, support, education and training, prevention and cultural change. Additionally, UWA's Student Guild launched the global Ask for Angela initiative at the UWA tavern earlier this year to encourage students to ask bar staff for "Angela" as a way to alert them they're feeling unsafe, pressured or harassed — or even on a bad date — and need help to get out of the situation.

OUR NEXT STEPS: A 10 POINT ACTION PLAN

Universities Australia has developed these ten actions as broad, sector-wide initiatives. They will work in concert with a wide range of university-specific measures.

AWARENESS AND PREVENTION

01. DEVELOPING RESPECTFUL RELATIONSHIPS EDUCATION FOR AUSTRALIAN UNIVERSITY STUDENTS

Universities Australia will develop a respectful relationships education program tailored for students in Australia's universities. The program will be evidence-based and draw on best practice. It will take into account the diversity of the university student population and the diversity of Australian universities. It will build on existing education initiatives already in place at a number of institutions.

02. NEXT STEPS IN THE RESPECT. NOW. ALWAYS. INITIATIVE

Universities Australia recommit to the Respect. Now. Always. initiative as a long-term program of action led by the university sector to prevent and address sexual assault and sexual harassment. Through the Respect. Now. Always. initiative, universities will continue to raise awareness about sexual harassment and sexual assault, and lift the visibility of support services available for those who experience it. This will include making further Respect. Now. Always. awareness campaign materials available to universities for their O-Weeks and student inductions in coming years.

03. NEW PRINCIPLES FOR POSTGRADUATE STUDENT AND STAFF INTERACTION

Universities Australia, the National Tertiary Education Union and the Council of Australian Postgraduate Associations will develop principles to guide interaction between supervisors and postgraduate students. The three organisations have begun working together to draft these principles and will continue this important element of our work in coming months.



IMPROVING SUPPORT

04. SEXUAL ASSAULT AND SEXUAL HARASSMENT EDUCATION AND AWARENESS TRAINING FOR UNIVERSITY LEADERSHIP AND STAFF

Universities Australia will make available to member universities new training modules for university staff and university leaders. The first of its kind, this university-specific program will educate staff and shape their awareness of unacceptable behaviours and will assist them to respond to and support those affected by sexual assault and harassment. This training is being developed by the Australian Psychological Society's training institute and will be available from late 2017. A number of universities that have existing training programs in place may continue to use locally-developed programs.

05. EXTENDING FIRST RESPONDER TRAINING TO MORE FRONTLINE UNIVERSITY STAFF

As universities seek to institute, upgrade or extend their first responder training, Universities Australia will coordinate the provision of this specialist training for university staff through Rape and Domestic Violence Services Australia or an equivalent local provider. This training will equip more university staff with the skills to respond effectively and compassionately when someone discloses an experience of sexual assault or sexual harassment.

06. SPECIALIST PROFESSIONAL DEVELOPMENT FOR UNIVERSITY COUNSELLORS

In a national first, Universities Australia will make available to member universities a new training module in specialist professional development for university counsellors. This unit will enhance and extend the skills of mental health clinicians to provide support to people affected by sexual assault and sexual harassment. This professional development module is being produced by the Australian Psychological Society's training institute and will be available from late 2017.

07. DEVELOPMENT OF BEST PRACTICE GUIDELINES FOR UNIVERSITIES

Universities Australia will develop a set of best practice guidelines on responding to reports of sexual assault and sexual harassment in a compassionate and timely way. These guidelines will inform the review and development of university sexual assault and sexual harassment policies to assist Australian universities as they seek out further best practice resources and guidance.

08. AN INTERIM NATIONAL STUDENT SUPPORT LINE IN THE MONTHS FOLLOWING THE SURVEY RELEASE

To ensure strong specialist support is available to student survivors in the period immediately following the release of the national report, Universities Australia will establish an interim national telephone referral and support service operated by Rape and Domestic Violence Services Australia. The support line will operate from 31 July 2017 until 30 November 2017 and will be a complement to local university counselling services during this period. It will operate 24/7.

REVIEWING PROGRESS

09. THE NATIONAL STUDENT SURVEY

Universities Australia will undertake a follow-up national student survey in three years to measure the effectiveness of initiatives undertaken by the university sector and to guide further action.

COLLEGES AND RESIDENTIAL HALLS

10. TRAINING AND EDUCATION IN COLLEGES AND RESIDENTIAL HALLS

Universities Australia will make resources available to colleges and residential halls to assist them to prevent and address sexual assault and sexual harassment.

We will make available the Respect. Now. Always. awareness campaign materials to colleges and residential halls and encourage them to join us in implementing the Respect. Now. Always. initiative.

We will work with University Colleges Australia to encourage key staff in their colleges to access first responder training so that a student's first contact when they disclose an incident of sexual assault or sexual harassment is compassionate and supportive.

We will make available the best practice guidelines for sexual assault and sexual harassment policies to colleges and residential halls. We will encourage them to draw on the guidelines in developing their own institutional policies on responding to reports of sexual assault and sexual harassment in a compassionate and timely way.



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