ANU Progress Against AHRC Recommendations

Chair, Respectful Relationships Steering Group
Chair’s Foreword

It is with pleasure that I present the report on the Australian National University’s progress in implementing the recommendations of the Australian Human Rights Commission report Change the Course – A National Report on Sexual Assault and Sexual Harassment at Australian Universities 2017.

The University has been committed from the outset to implementing all the recommendations of the report and has been fully engaged in that process over the past eighteen months. It has involved many members of the ANU Community, staff and students, and the commitment of considerable resources. Many of the recommendations for reviews led to further recommendations and actions, all of which have been tracked and monitored by the Steering Group on Respectful Relationships established to oversee and guide the work of the University. Beyond that – the ‘nuts and bolts’ of the response - the Steering Group has been working on the development of a cultural change strategy that will guide and support the work of the University into the future.

The Sexual Violence Prevention Strategy is a cultural change strategy which is based firmly on evidence and which contextualises the issues of sexual harassment and sexual assault, including the drivers of violence. Work on its further development and implementation will be undertaken by the Respectful Relationships Unit that began its work in January 2019. Its work and the work of the broader community will be reviewed regularly by an independent expert, appointed by and reporting directly to the Vice Chancellor.

With these structures in place, I am confident that the ANU will achieve its vision of a University whose members will live, learn, work and socialise free from violence.

Donelle Wheeler
Chair, ANU Steering Group on Respectful Relationships

1 February 2019
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Background

On 1 August 2017, the Australian Human Rights Commission released *Change the Course – a National Report on Sexual Assault and Sexual Harassment at Australian Universities 2017*. The report and its recommendations were based on the results of a national survey of students.

The Vice-Chancellor of the Australian National University (ANU), Professor Brian Schmidt, accepted all nine recommendations including a recommendation that an 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. This report is written in response to that recommendation.

The University continues to be committed to providing a safe and respectful campus, and welcomes the opportunity to report on progress on the nine recommendations. The University has a proud history of decades of student activists raising awareness of sexual assault and harassment on campus, lobbying for change and advocating for survivors. The University also has a long history of academic research regarding the issues, including that of the Gender Institute, and training, including bystander training and intervention programs in collaboration with external providers such as Canberra Rape Crisis Centre. The University values and is grateful for the ongoing work of activists, students and staff alike, and has built on this work and activism in responding to the *Change the Course* report and in developing its broader Sexual Violence Prevention Strategy.

The report is structured to address each of the nine recommendations and outline the actions the University has already taken.
Recommendation One: Establish an advisory committee

Recommendation 1

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

Actions Taken

The Vice-Chancellor took direct responsibility for the results of the AHRC survey and issued an immediate apology to all survivors of sexual assault and harassment who had been let down by the University in the past. The Vice-Chancellor accepted all nine recommendations of the AHRC report and committed to take an approach to sexual assault and harassment that would be best practice and evidence-based.

The Vice-Chancellor set up two advisory groups, a Respectful Relationships Steering Group to guide and oversee the University’s response and a Respectful Relationships Working Group to provide internal ANU advice to ensure that strategies developed are effectively implemented.

The Respectful Relationships Steering Group which reports directly to the Vice-Chancellor, is led by an external Chair, Ms Donelle Wheeler, and includes representatives from University senior leadership, students’ associations, professional and academic staff, residential colleges, student services and an external specialist support service, the
Canberra Rape Crisis Centre. The Steering Group met for the first time in August 2017 and has met approximately every six weeks since then.

The Steering Group developed an Action Plan for the implementation of the AHRC recommendations in 2017 and expanded its scope to include the recommendations arising from reviews and audits undertaken as part of the ANU response to the AHRC report, including the Audit of Counselling, Review of ANU Policies and Procedures, and Review of Residences. The Action Plan also includes recommendations put forward by the ANU Students’ Association, the Postgraduate and Research Students’ Association and the national Queer Students’ Network response.

The Steering Group has agreed to dissolve itself on 28 February 2019. This follows the establishment of the Respectful Relationships Unit in January 2019, which will continue the Steering Group’s work of providing guidance and advice to the University, among other things.

The Respectful Relationships Working Group also has a diverse membership with key staff members with operational responsibility for implementation, and representatives of the student associations. This group meets every 4-6 weeks to address the AHRC Recommendations and other items outlined in the Action Plan.

With the dissolution of the Steering Group, the Working Group will transition into a Respectful Relationships Advisory Group, which will be chaired by a senior staff member of the University and report directly to the Vice-Chancellor.

The Advisory Group will meet approximately six times per year and will provide internal ANU advice and support to the Respectful Relationships Unit to ensure strategies developed are effectively implemented. Summaries of each meeting of the Advisory Group will be made publicly available via the ANU Website as a mechanism of keeping the ANU community up to date with the Unit’s progress.

The Vice-Chancellor will meet with the chair of the Advisory Group and the Manager of the Respectful Relationships Unit following each meeting, and prior to the next ANU Council meeting, to receive an update on the Group’s progress and to discuss any outstanding issues.

The Vice-Chancellor will also appoint an independent assessor who will report them directly. This independent expert will be empowered to examine, at regular intervals, the progress of the University in implementing its Sexual Violence Prevention Strategy. Progress reports will be made publicly available on the ANU Website.
Recommendation Two: Address drivers of sexual assault and harassment

**Recommendation 2**

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, public transport to/ from university, 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.

**Actions Taken**

The University has developed a series of plans to address the drivers of sexual assault and sexual harassment including a detailed Action Plan, a draft Sexual Violence Prevention Strategy and a rolling Training Plan.

The Sexual Violence Prevention Strategy takes a holistic approach to prevention, including primary, secondary and tertiary prevention efforts across all levels of the ANU. Drawing largely from *Change the Story: A Shared framework for the primary prevention of violence against women in Australia*, the Strategy includes an explicit focus on addressing the drivers and reinforcing factors of sexual violence and violence against women. The Strategy will be implemented in three phases, with the first phase commencing in 2019. Each phase will be supported by a rolling action plan.

Over the past two years, the University has implemented a comprehensive training program including online training, face to face expert training and training facilitators in a variety of subject matters including consent training for all new students and all residential students, responding to disclosures of sexual violence and bystander training. A rolling Training Plan was developed in 2018 and outlines the training ANU provides to create a safe and respectful campus. This training includes education programs which aim to prevent sexual assault and sexual harassment from occurring and improve responses when incidents do occur.
Since August 2017, the University has trained the following number of students and staff:

- **Consent Matters** – 9,500 students online, and 2,000 face-to-face, with an additional 3,000 students online and 1,500 face-to-face to be completed in February 2019.
- **MATES Bystander** – 53 trained facilitators and 500 staff and students face-to-face.
- **Responding to Disclosures of Sexual Violence** – Over 1,060 students and staff online, and 500 face-to-face, with an additional 300 face-to-face in February 2019.

The training provided to date has been extensively evaluated and has been found to be effective in improving understanding of the key issues. Training evaluations have included participant feedback surveys for face-to-face and online training, as well as the additional insight gathered as part of the Review of Residences and Audit of Counselling. Further the University has committed to participate in the independent evaluation of the bystander training it provides to students and staff. Feedback collected from the various evaluations contribute to the continuous improvement of training provided. The University’s approach to monitoring, evaluation and continuous improvement of training provided is included as part of the rolling Training Plan.

In 2019, the Respectful Relationships Unit (RRU) will increase the training provided to University staff and students. While the majority of training provided to date has focused on students, in 2019 the RRU will tailor and provide training for staff who are often key support persons for students and other staff, including Security Officers and Higher Degree Research Administrators.

In Semester Two 2018 the University commenced a pilot primary prevention program by recruiting 15 Respectful Relationships Student Ambassadors, both undergraduate and postgraduates, to raise awareness of Respectful Relationships and to promote conversations about being an effective bystander in their own communities.

The Respectful Relationships Unit and the Student Ambassadors will be heavily involved in Transition Month 2019, which includes Orientation Week and the few weeks before and after. The Unit will be involved in student leader training, residential and academic college inductions for new students, and key social events for new and commencing students.

Over the past two years, the University has developed or adapted the following resources to reinforce key messages with the staff and student communities. The resources developed are outlined below, with example visuals included in Appendix A.

- Respectful Relationships Posters and Postcards
- Adaptation (with permission) of OurWatch Know your A-Z Poster
- Respectful Relationships Conversation Guide
Recommendation Three: Awareness of support services and reporting processes

**Recommendation 3**

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.

In addition, universities must take steps to ensure that students who experience sexual assault or sexual harassment have access to specialist support, from a service provider with the required expertise and training in this area.

**Actions Taken**

The University has developed a series of online materials on sexual violence and the supports available to members of its community. The webpages are continually being updated, as is the University’s website to ensure greater visibility of information on sexual assault and sexual harassment support and reporting. Following the commencement of the Respectful Relationships Unit in January 2019, a major webpage reorganisation is planned for February 2019 prior to Orientation Week 2019. The reorganisation is part of the RRU’s efforts to enhance outreach and communications efforts during what it is calling ‘transition month’, driven by the large and growing evidence showing that students are overwhelmed by information in ‘O’ Week. The Respectful Relationships webpage can be accessed via [anu.edu.au/respect](http://anu.edu.au/respect).
Respectful relationships were included as part of new student inductions in 2018, including information on ANU values, consent, support services, reporting processes and the ANU OK app. In 2019, the University included information about university values, expected behaviours and support services available for survivors of sexual assault and sexual harassment as part of a pilot online induction module for commencing students.

Information provided in new student inductions is reinforced in the residential context as part of Consent Matters training for all new and returning residential students, and the University Residential Handbook.

The University has updated ANU OK, the ANU safety and wellbeing app, to include information on reporting and support services for students. The app is available on the Apple and Google app stores, and also includes information on security, general health and wellbeing, campus maps, and night buses.

The University and the ANU Students’ Association have continued their partnership established in 2017 with the Canberra Rape Crisis Centre (CRCC). The CRCC provide specialist counselling services on the University Acton campus, five days per week, and deliver consent and disclosure response training to ANU staff and students.

The Strategic Communications and Public Affairs Unit of ANU, in consultation with students, has implemented a series of communication and awareness campaigns at the beginning of each semester to ensure students and staff know about support services and how to report. In 2019, the Respectful Relationships Unit and the Division of Student Life has collaborated with the STOP Campaign, a student-led campaign, to develop tailored disclosure and reporting procedure postcards for each of the residences.
Recommendation Four: Independent review of policies and response pathways

Recommendation 4

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:

- secure 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.

Actions Taken

In August 2017 the University commissioned independent research consulting firm Rapid Context to undertake an independent review of all policies and procedures related to sexual assault and harassment.

The researchers consulted staff and student and provided the University with a report in September 2017.

The report, the Review of The Australian National University's sexual assault and sexual harassment policies and procedures, was provided to the Respectful Relationship Steering Group, Working Group and the Student Working Group.

The University accepted 41 of 42 recommendations in the report based on the guidance from each of these groups. The recommendation to provide a 24/7 hotline was not endorsed, as it was already provided by existing external services.

The Respectful Relationships Working Group has been leading the implementation of the recommendations arising from the report and several key recommendations have been completed including:
- Establishing the Respectful Relationships Unit (referenced in the report as a ‘first stop’ coordination unit), including securing ongoing funding of $660,000 per year and appointment of a Manager commencing in January 2019.
- Updating the Discipline Rule to include specific mention of sexual misconduct including sexual assault, sexual harassment and intimate image abuse.
- Updating the Discipline Rule to enable the University to provide advice to complainants about outcomes under the Discipline Rule.
- Providing access for complainants to trauma-informed support via the Canberra Rape Crisis Centre.
- Providing post-case review opportunities for staff and students via the Canberra Rape Crisis Centre.
- Making *Responding to disclosures of sexual violence* training accessible for all professional and academic staff via an online module and regular face to face follow up sessions throughout the year.
- Drafting a training plan to ensure that any staff member involved in responding to reports of sexual assault is appropriately trained and has ongoing access to professional experts in the area of sexual assault. For more information refer to progress on Recommendation 5.

The Respectful Relationships Unit and Advisory Body will coordinate the implementation of the recommendations from February 2019 onwards, with several of the key recommendations being implemented in 2019 outlined below:

- A clear and accessible reporting tool for incidents of sexual assault and harassment.
- Developing the University’s capacity to deliver restorative engagements and restorative conferencing as a response option for survivors of sexual assault or sexual harassment.
- A Code of Conduct which clearly articulates the University’s principles, behaviours and conduct required of all members of the University, including staff and students, in all settings. This will be supported by a procedural framework that will clearly set out the process to deal with complaints and violations when the Code of Conduct is transgressed.
- A First Responders Network of University staff who would receive training and support and would be listed online as a potential contact point for survivors of sexual assault and sexual harassment.
- Workshops and online modules for higher degree research student (HDR) Coordinators, including a focus on Code of Conduct and respectful relationships between students and supervisors.
- A Sexual Misconduct Policy and Procedure following consultation with staff and student communities.
- Regularly disseminating de-identified disciplinary outcome reports to wider University community.
Recommendation Five: Training for people most likely to receive disclosures

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<td>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.</td>
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<td>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.</td>
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<td>Additionally, it is recommended that universities collect their own data about reports and disclosures of sexual assault and sexual harassment, in order to track the effectiveness and appropriateness of their responses to sexual assault and sexual harassment over time.</td>
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Actions Taken

Staff and students most likely to receive disclosures of sexual assault and sexual harassment have been identified and include residential student leaders, heads of halls and colleges, Division of Student Life staff and senior staff with the delegation to conduct enquiries into misconduct under the Discipline Rule.

Those identified have completed the online Responding to Disclosures of Sexual Violence training module on how to support someone who is disclosing sexual harassment and/or assault. They have also completed face-to-face specialist training provided by the Canberra Rape Crisis Centre. Additionally, the Division of Student Administration has trialled a training program with a group of University senior staff to determine the appropriate training required for staff who, under the Discipline Rule, act as a Prescribed Authority and investigate sexual misconduct.

All staff and students now have access to the online Responding to Disclosures of Sexual Violence training module and regular face-to-face training sessions. Over 1,060 students and staff have completed the online disclosure training module and over 500 have received face-to-face training with the Canberra Rape Crisis Centre, with an additional 300 students to complete the training in February 2019. This includes residential students in key leadership and pastoral positions for 2019.

For further information about training, refer to progress on Recommendation Two. For information on data collection refer to progress on Recommendation Six.
Recommendation Six: Reporting and continuous improvement of processes

**Recommendation 6**

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.

**Actions Taken**

A number of areas within the University currently collect information and reports about individual disclosures. This information and these reports, including those reported under the University Student Critical Incident policy, are stored securely and confidentially and only a limited number of staff have access to this information.

Every two months, the de-identified data is collated and a report of incidents of sexual assault and sexual harassment is provided to the University Council as part of the regular safety report. The Vice-Chancellor receives these reports as a member of Council.

The Dean of Students’ annual report that is made public includes de-identified summaries of unacceptable behaviours including sexual assault and sexual harassment which are reported to the Vice Chancellor. The Dean of Students’ annual report also includes aggregated de-identified data of reports of sexual harassment and/or assaults made across all the reporting options within the University.

A draft reporting tool has been developed which captures information about the incident, steps and actions taken and supports available. The tool will allow reporting by the
person who has been affected or by someone on their behalf. It encourages people to provide contact information to enable follow up support, assistance and referrals by staff but allows for anonymous reporting.

Once appropriately staffed, the Respectful Relationships Unit (RRU) will receive all reports of sexual assault and/or harassment and store them confidentially. The RRU will monitor the time taken to respond to the report and collect feedback from the complainant/respondent.

The Respectful Relationships Unit will continue the collection and collation of all reports of sexual assault and sexual harassment and provide these to Council and the Vice Chancellor, highlighting the effectiveness of the University’s response over time, any trends or identifiable concerns which arise, and recommendations for any necessary improvements to process.
Recommendation Seven: Audit of university counselling services

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<td>Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:</td>
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<td>• the capacity of university counselling services to respond to students' requests for counselling in an appropriately timely manner, and</td>
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<td>• how many university counselling staff have received training in working with sexual assault survivors.</td>
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<td>As part of this audit, universities should collect data on:</td>
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<td>• the average length of time students are required to wait to see a university counsellor, and</td>
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<td>• the number of urgent/crisis requests for counselling received.</td>
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<td>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 harassment.</td>
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<td>If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable.</td>
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**Actions Taken**

The University appointed consultants Kandie Allen-Kelly and Andrea Strachan from the University of Queensland to conduct an audit of University counselling services in April 2018. The Terms of Reference for the review included the points outlined in the AHRC’s Recommendation 7.

The final audit report was provided to the University in August 2018. The auditors completed a desktop audit of existing data. They also invited student feedback by email and interviewed affected students and student representatives. Meetings were held with senior University staff, counselling staff and residential staff.

The audit found that although counselling staff are highly qualified and well trained, there were insufficient resources to meet current student needs. As the number of serious matters including sexual assaults has increased, there has been a corresponding increase in demand for additional counselling services.

The audit report made 13 recommendations. Seven of these were accepted including increased numbers of counselling staff and better integration of student support services. Other accepted recommendations include expanded hours for the counselling centre, a formal triaging system and an updated ICT system.
A number of recommendations were not accepted as they did not reflect the University approach of providing a range of therapeutic and non-therapeutic support services for students who have been sexually assaulted or harassed, including support services from the Canberra Rape Crisis Centre and the National Health Coop.

The University has already implemented several key recommendations, including increasing the number of counsellors at the ANU Counselling Centre, implementing afterhours support for student residences and providing additional resources through the National Health Coop.

Further, in pursuit of providing further support options of the student community, in February 2019, the University commenced a one year trial of an ANU Crisis Line for crisis support. This crisis line is operated by Lifeline and is an ANU specific support service available for crisis support for all ANU students after hours, weekends and public holidays. The service is intended to help callers find immediate relief from emotional distress, explore coping strategies for the current crisis, safely manage any immediate threats to life or safety, open pathways for longer-term solutions and focus specific next steps for the caller to take.

The Division of Student Life is recruiting a Senior Project Officer to coordinate and support relevant organisational units with the implementation, during 2019, of the remaining recommendations of the Audit of Counselling at the ANU and the Review of Residences. The Deputy Vice-Chancellor (Academic) portfolio will review progress mid-year.
Recommendation Eight: Three yearly survey of sexual assault and sexual harassment

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<td>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.</td>
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**Actions Taken**

The Vice-Chancellor has made a commitment that the University will follow through on Recommendation Eight.
Recommendation Nine: Review of contributing factors in university residences

**Recommendation 8**

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.

**Actions Taken**

The University appointed the Nous Group in May 2018 to conduct the independent Review of Residences (the Review). The [Terms of Reference](#) for the review included the points outlined in the AHRC’s recommendation 9.

The Nous Group commended the University on its approach which enabled a robust and extensive review.

The [final overall report](#) and a series of individual cultural change plans for each residence were provided to the University in December 2018. The consultants took a student-centred approach and conducted a thorough review with a high response rate of over 2000 responses to the survey (20% return rate). They provided an opportunity to meet with every person who wanted to speak to the reviewers.

The review found that hazing was no longer an issue for the University and that most current students felt safe and found the culture within their residence to be positive and friendly, although there was some variance between male and female students, LGBTIQ students, international students and other groups. The Review found that the burden of disclosures was falling mostly on residential student leaders and this often had a significant impact on these students. It also found that reporting rates were low and there was a perception that the University was not acting in response to reports.
The review made **12 recommendations** primarily aimed at improving consistency and transparency of University wide processes. This includes annual monitoring and reporting from all residences to assess the extent to which residences are maintaining positive, supportive and inclusive cultures that function to minimise sexual assault and harassment. The University accepted all of the recommendations in principle and has already begun to implement several key recommendations including establishing a Respectful Relationships Unit as a central coordination point for all reports of sexual misconduct and referrals and developing an overarching sexual misconduct policy and a single reporting tool.

The Division of Student Life is recruiting a Senior Project Officer to coordinate and support relevant organisational units with the implementation, during 2019, of the remaining recommendations of the Audit of Counselling at the ANU and the Review of Residences. The Deputy Vice-Chancellor (Academic) portfolio will review progress mid-year.
Appendix A – Example Resources

KNOW YOUR A-Z

Prevent violence against women - challenge gender stereotypes and promote respect.

- Ask the question: “Do you want to hug? Kiss? Have sex?” and respect the answer.
- Believe reports of violence and sexual assault. Offer support, not suspicion.
- Change the conversation to talk about who she is, not what she looks like.
- Don’t ask “Was she drunk?” Ask “Why did I think it was OK?”

- Encourage men to talk about their thoughts and emotions.
- Find ways to support women’s choices, whatever they are.
- Give women and men equal opportunities and assets they have equal abilities.
- Initiate a conversation with women about their experiences of sexism and harassment.

- Know that gender inequality hurts men, women and boys.
- Like a girl: “It’s not me; don’t use it like that.”
- Make an effort to talk positively about strong and powerful women.
- Notice when a woman is interrupted or spoken over, and call it out.
- Oppose gender stereotypes - they disadvantage all of us.
- Push for a family friendly campus.

- Question what it means to be a “goodman.”
- Relearn your history: Google “women who changed the world.”
- Show your support through actions, not just words.
- Tell others about how to be an effective bystander.
- Understand that there are many myths about what causes violence.

- Value women’s voices and gender ask them what they think.

Adapted from a resource originally produced by Our Watch and Domestic Violence Resource Centre Victoria.

Respectful Relationships Unit
anu.edu.au/respect
Respectful Relationships

Need support on campus contact:

ANU COUNSELLING
Free and confidential counselling is available on campus for all currently enrolled ANU students, including ANU College students.

☎ 02 6125 2442  ● counselling.centre@anu.edu.au

CANBERRA RAPE CRISIS CENTRE (CRCC)
Free and confidential counselling is available on campus for all ANU students including ANU College students, and off campus. They provide specialist services for men and Aboriginal and Torres Strait Islander students. CRCC also provide advocacy and support.

☎ 02 6244 2325

FORENSIC AND MEDICAL SEXUAL ASSAULT CARE (FAMSAC)
FAMSAC is based at the Canberra Hospital and can conduct a forensic medical examination up to 5 days after a sexual assault.

☎ 02 6244 2165

ANU ACCESS & INCLUSION
Access & Inclusion assists students who have a disability, medical condition or who are recognised primary carers of a person with a disability.

☎ 02 6125 5036, TTY: 02 6125 3006, access.inclusion@anu.edu.au

STUDENT ASSISTANCE
The Student Assistance officers at ANUSA and PARSA provide free and confidential support, advice, and assistance to ANU Students.

ANUSA: sa.assistance@anu.edu.au
or PARSA: parsa.assistance@anu.edu.au

ANUSA AND PARSA ADVOCACY
The ANU Students’ Association (ANUSA) and the ANU Postgraduate and Research Students Association (PARSA) can advocate on behalf of students and ANU College students.

☎ sa.president@anu.edu.au or parsa.president@anu.edu.au

OTHER SUPPORT
1800RESPECT
☎ 1800 737 732

© Life Counselling and Referral Service for people who are lesbian, gay, bisexual, trans and/or intersex.
☎ 1800 184 527

ACT Domestic Violence Crisis Service
☎ 02 6280 0900

For more information visit
anu.edu.au/respectful-relationships
# Sexual Harassment and Sexual Assault at ANU

## For immediate assistance
If you, or someone you know, has just been the subject of a sexual assault and you fear for your safety or the safety of others, **call 000 and seek immediate police assistance** and then **call ANU Security on 6125 2249**. If there is no immediate danger but you require police assistance, call 131 444 then ANU Security.

## For medical and crisis counselling support

<table>
<thead>
<tr>
<th>Support service</th>
<th>Hours</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canberra Rape Crisis Centre (CRCC)</td>
<td>7am – 11pm</td>
<td>6247 2525</td>
</tr>
<tr>
<td>Forensic &amp; Medical Sexual Assault Care (FAMSAC)</td>
<td>9am – 5pm</td>
<td>6244 2185</td>
</tr>
<tr>
<td>Service Assisting Male Survivors of Sexual Assault (SAMSSA) - part of CRCC</td>
<td>After hours</td>
<td>6244 2222</td>
</tr>
<tr>
<td>Counselling for Aboriginal and Torres Strait Islander survivors (Nguru) - part of CRCC</td>
<td>7am – 11pm</td>
<td>6247 2525</td>
</tr>
<tr>
<td>1800RESPECT</td>
<td>24 hours</td>
<td>1800 737 732</td>
</tr>
<tr>
<td>Australia wide 24/7 University Support Line</td>
<td>24 hours</td>
<td>1800 572 224</td>
</tr>
<tr>
<td>QLife Counselling and Referral Service for people who are lesbian, gay, bisexual, trans, and/or intersex</td>
<td>3pm – midnight</td>
<td>1800 184 527</td>
</tr>
</tbody>
</table>

**Sexual assault is a misuse of power and takes away your right to choose. It is not your fault.**

For more information on sexual harassment and sexual assault, go to [anu.edu.au/sexual-assault-support](http://anu.edu.au/sexual-assault-support)