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

University name:		
Recommendation no.	**Action already taken**	**Planned/future action**
1	• Respect Taskforce established (minutes and associated resources publicly available) and meeting monthly • Respect Student Advisory Group established and meeting bi-monthly • Road map for action plan developed • Progress regularly mapped against roadmap • Dedicated 'Respect Initiative' project manager	• Annual public reports on progress and actions taken • Evaluation of review of actions
2	• *Consent matters* online module provided to all students, scaffolded by information about support services, policies and the University's values and expectations. • Ongoing communication campaign including: posters; flyers; pocket brochures; postcards; social media; LED screens; staff briefings; email tile. • Resource pack for staff (in progress) • Ongoing campaigns led by the Safer Community Program, including website with links to resources and help guides and *UniSafe* App (since 2012) • Respect Week (since 2016) • Student wellbeing interventions for large undergraduate orientation camps (since 2017) • Counselling and Psychological Services service enhancements (staff training and refreshers;	• *Active bystanding against sexist behaviours and sexual harassment - Changing social norms by directly communicating with the university population* in partnership with: Behavioural Insights Team (BIT), VicHealth: The Victorian Health Promotion Foundation, the Department of Health and Human Services (DHHS) • Online resources / videos targeted at graduate students • Ongoing communication campaign – targeting specific staff and student groups • *Consent matters* evaluation • Investigation of ways to embed values and culture in curriculum and learning environments • Additional training and resources for staff • Best practice for managing / responding to students as perpetrators

	appointment booking process; physical location of services) • Student union has introduced new rules and restrictions around the provision of alcohol for union organised events • Alcohol and drug education training made available to camp and club leaders	• Expanding resource pack for staff • First responder training for UMSU and GSA staff
3	• Information circulated to all staff • 'Always on' messaging has been provided through a range of formats and different media over the course of the year to disseminate information • *Consent Matters* LMS community ensures information is readily available to all students, and provided at the point of enrolment • Information included in 'First Year at Melbourne' meetings for commencing undergraduates • Safer Community Program and Counselling and Psychological Services have pre-existing and ongoing relationships with external referral services • Respect Taskforce website provides minutes and supporting documentation, links to relevant internal and external resources • Development of consolidated web based resources on student rights and responsibilities/ complaints and misconduct, to ensure they are accessible and better connected (in progress) • Review and upgrade of key websites (in progress)	• Review accessibility of resources for all students and staff • Initiatives to increase staff awareness (with particular focus on difficult to reach groups e.g. casual, off-site, visitors) • Upgrading of research supervisor training (MCSHE) to include explicit reference to these issues • Review of onboarding / staff induction (HR) • Evaluation of existing practice • Investigation of ways to build on the use/ value of *UniSafe* app • Research on barriers to reporting and ways to overcome these
4	• Processes internally reviewed pre-survey release (now being re- assessed vigorously against these criteria)	• Investigate peer-review/ benchmarking options with other universities

	• Counselling and Psychological Services include LGBTI specialist counsellors, as well as staff from a diverse range of backgrounds • Confirmation of existing Safer Community Program and Counselling and Psychological Services relationship with CASA • Internal evaluation to develop and review policies, processes for responding to sexual harassment and assault, and related information resources (in progress)	
5	• Identification of staff most likely to receive disclosures (in progress) • Training for UMSU identified student first responders (in progress) • Training and support provided by Safer Community Program	• Best training options to be identified, implemented and evaluated
6	• Inappropriate Behaviour Hotline /website established for staff • Staff and students encouraged to direct student disclosures to Safer Community Program where possible, and staff disclosures to the Inappropriate Workplace Behaviour Line or Human Resources • Numbers of reports of sexual assault / harassment very low to date and access to data is limited • VC is provided with regular reports	• Review and improve way in which this data is recorded and stored • Develop a combined repository of data
7	• Additional counsellors provided from semester 2 2017 • Caseload / wait time is regularly reviewed as BAU	• Investigating ways to deepen and strengthen existing relationship with CASA

	• Counselling and Psychological Services staff have undertaken refresher training in responding to sexual assault (CASA West) • New appointment process being trialled by Counselling and Psychological Services to reduce wait times	
8	• Committed to participating in future surveys	
9	• Streamlined incident reporting has improved ability to identify and respond where incidents affect both University and College. • Colleges have significantly increased the amount of training for staff and students, including: Responding to Sexual Assault, Responsible Alcohol Promotion, Responsible Social Media Practice, 'Step-Back' thinking, Consent, and Bystander Engagement • Alignment of University and affiliated Colleges policies, processes, incident management and reporting (in progress). The Melbourne Colleges' Intercollegiate Fair Treatment Policy has been noted nationally at College and University level as an example 'best practice'	• Best training options to be identified, implemented and evaluated.