

Timeframe	Recommendation	Working Group	Current Status
<i>Articulate a vision and embedding an institution-wide approach</i>			
3 to 6 months	Publish a clear and strong written statement of commitment signed by the Chancellor and Vice- Chancellor.	Communications	Completed
	Establish a centralised reporting, advice and referral service.	Security and Safety	Completed, monitoring
	Review the terms of reference of the Respect. Now. Always (RNA) Committee.	Reporting and Governance	Review complete, to be agreed by the Committee
6 to 12 months	Develop and implement a Plan of Action for the RNA Committee.	Reporting and Governance	Action Plan developed. Ongoing monitoring required by working groups to achieve action.
	Allocate adequate and sustainable funding for the RNA Committee to fulfil its mandate and to implement the Plan of Action.	Reporting and Governance	Consultation required
<i>Strengthen accountabilities for preventing and responding to sexual harassment and sexual assault</i>			
6 to 12 months	Ensure the responsibility of the Vice-Chancellor to oversee the (RNA) Plan of Action and hold the ultimate responsibility for ensuring that those who report sexual misconduct receive an effective response.	Reporting and Governance	Pathway established, to be confirmed and implemented
	Introduce a process for the Vice-Chancellor to report regularly to the University Council on the actions taken to prevent and respond to sexual harassment and sexual assault.	Reporting and Governance	Underway, further consultation required

6 to 12 months	Introduce accountabilities for Deans, Executive Deans and Directors in their performance measures to report quarterly to the Vice-Chancellor on actions taken to prevent and respond to sexual harassment and sexual assault; the reports and complaints received; and action taken as a result.	Reporting and Governance	Accountability to be added to performance framework and relevant UC policies
<i>Data systems and evaluation</i>			
3 to 6 months	Establish a central repository for data on sexual harassment and sexual assault and create a systematised approach to data collection.	Safety and Security and Reporting and Governance	System established; data assessment required
	Quarterly updates on the data should be provided to the Vice-Chancellor and the RNA Committee.	Reporting and Governance	Underway
6 to 12 months	Develop a monitoring and evaluation framework that allows the University to track activity toward the goal of eliminating sexual harassment and sexual assault, and to evaluate the impact of that activity.	Safety and Security	Framework to be developed
<i>Strengthen policy frameworks to align with best practice standards</i>			
3 to 6 months	Review and strengthen UC policies on sexual harassment and sexual assault to ensure they meet best- practice standards.	Policy	Completed, to be endorsed by University leadership
	Introduce strategies to communicate policies and procedures on sexual harassment and sexual assault with a focus on accessibility.	Communications	Communication strategy under development through the relevant working group. Building on existing materials. Comms messages being distributed through various channels around a safe and respectful community
6 to 12 months	Develop a stand-alone policy on staff-student relationships that aligns with the forthcoming Universities Australia Principles for Postgraduate Student-Staff Relationships.	Policy	Policy is currently under development

	Revise all relevant UC policies (including but not limited to Human Resources policies) to align with and give effect to the UC Policy on Sexual Harassment and Sexual Assault.	Policy	Review of policies to be undertaken in conjunction with the development of a new sexual assault and harassment policy. Currently working through to harmonisation
	Require all staff working at UC – including contractors – to complete a working with children check as a condition of employment, in recognition of the fact that some students at UC are under 18 years of age.	Security and Safety	A phased approach to be undertaken
<i>Establish a survivor-centred system of support</i>			
3 to 6 months	Establish a survivor-centred centralised reporting, advice and referral service.	Safety and Security and Support and Welfare	Service developed, continued monitoring and training required
	Ensure the case management system is culturally competent.	Safety and Security and Support and Welfare	This has been considered as part of the implementation of the new incident reporting mechanism and will continue to be monitored
	Establish a partnership with a local specialist sexual violence service to provide specialist trauma- informed counselling services on campus available every day.	Support and Welfare	Partnerships have been established with several relevant external agencies and services, including Canberra Rape Crisis Centre. Medical and Counselling psychology and counselling staff are trained to deliver trauma-informed services
6 to 12 months	Provide training by an expert provider to all medical and counselling staff on trauma-informed responses to sexual assault.	Training and Resources	Medical and Counselling employ expert staff already and provide a service directly to students

	Provide first responder training for security and library staff, student support services and all student-facing academic staff.	Training and Resources	Medical and Counselling staff provide first responder training. Responding to Disclosures of Sexual Violence also implemented for all staff
<i>A response support system for international students</i>			
3 to 6 months	Make support information in relation to sexual harassment and sexual assault available on campus and online in different languages.	Communications	Materials have been developed by various teams including Welfare and Medical and Counselling. Further materials to come as part of the broader communication campaign
	Provide cultural-awareness training for all staff who provide services to students, including student support staff, security, residence staff and resident advisers.	Training and Resources	Training program to be identified and implemented
6 to 12 months	Provide information to international students prior to arrival and on arrival in relation to sexual assault, consent, sexual harassment, domestic violence, sexual and reproductive health, Australian law in relation to sexual harassment and sexual assault, and available support and services.	Support and Welfare	New orientation packages under development
	Create a peer support system among international students (based on the residential adviser system) to provide regular 'check ins' with international students and referrals for support.	Support and Welfare	Consultation to be taken with SRC. Investigations of similar peer support models. System to be developed and implemented. Potentially build on the buddy system being trailed by Widening Participation in last quarter of 2019
<i>A safe and secure physical environment</i>			

6 to 12 months	Commission an independent audit of the physical environment in relation to personal safety and student and staff risk of sexual violence and identify priorities for action.	Safety and Security	Audit to be undertaken in 2019. Scope of audit being considered by the relevant working group in consultation with Campus Estate. EOI for providers to occur in second half of 2019.
	Increase security in identified hotspots and provide allocated security staff for the library and residences.	Safety and Security	A number of actions have already been taken (increased lighting, security upgrades, CCTV, signage etc.). Further enhancement to be made once audit has been undertaken
<i>Safe and inclusive residences and lodges</i>			
3 to 6 months	Establish a clear zero-tolerance policy and a harmonised, consistent approach among the residences, lodges and University to prevent and respond to sexual misconduct.	Policy	Residential advisors provided training and support. Working closely with teams such as Medical and Counselling. Incidents now being lodged through the single mechanism.
	Ensure that at least one resident adviser in each residence/lodge is an international student and there is a gender balance among resident advisers.	Policy	Working with the relevant parties to action
	Ensure all students are trained on sexual misconduct as part of orientation, and that staff and student leaders in residences/lodges regularly receive first responder training.	Policy	This is now included as part of the orientation program. Medical and Counselling and other teams provide training and support
<i>Deliver comprehensive training and awareness-raising on sexual harassment, sexual assault and respectful relationships across the University community</i>			

3 to 6 months	Establish 'Consent Matters' as compulsory for all students on first enrolment and ensure refresher training are completed on an annual basis, as one aspect of prevention; evaluate the impact and outcomes of the training.	Training and Resources	Roll-out commenced, further discussion needed on implementation across other cohorts of students
	Provide ethics training to PhD supervisors, to reinforce UC's commitment to the elimination of sexual harassment and sexual assault and to raise awareness of ethical responsibilities as they relate to the supervision of higher research degree students.	Training and Resources	Underway using materials developed by the Australian Graduate Research Council
6 to 12 months	Train all staff on identifying and responding to sexual harassment in the workplace and taking action as a bystander.	Training and Resources	Responding to disclosures of sexual violence implemented, further training options required to be implemented
	Ensure each time a PhD supervisor takes on a new student they re-sign a Code of Conduct, affirming their commitment to eliminating sexual harassment and sexual assault, and meeting UC standards in relation to appropriate staff-student relationships, bullying and academic integrity.	Policy	To be incorporated into training
<i>Foster social norm and behaviour change</i>			
3 to 6 months	Retain an expert provider to deliver a face-to-face session for all first-year students to increase knowledge and awareness of sexual ethics, sexual harassment, sexual assault, consent, respectful relationships and how to take action as a bystander.	Training and Resources	Consultations underway. Being led by the relevant working group
	Integrate communication and awareness-raising about sexual harassment, sexual misconduct, consent and respectful relationships in existing student initiatives.	Communications	Communications strategy under development, building on existing communication materials that have been developed around a safe and respectful campus

6 to 12 months	Implement a bystander intervention program based on best practice principles to encourage students and staff to take action when they witness sexual harassment or sexual assault.	Training and Resources	Consent Matter and Responding to Disclosures of Sexual Violence Implemented. Further training resources required to be developed
	Develop and implement an evidence-based communication strategy.	Communications	As above
	Work with the affiliated sports teams and major sporting events to promote messages around respect and inclusion and to model positive, respectful behaviour and ethical standards	Support and Welfare	Consultation stage
	Create a peer support system among international students (based on the residential adviser system) to provide regular 'check ins' with international students and referrals for support.	Support and Welfare	Student Welfare services under review with a focus on enhanced delivery of outreach support and advisory services