SASH 2023-25 Action Plan Progress Update

The UniSC Sexual Assault and Sexual Harassment (SASH) Action Plan 2023-25 continues our commitment to safe, respectful campuses proposed under the previous plan. The Action Plan is based on four key pillars informed by the recommendations set out in the Australian Human Rights Commission (AHRC) Change the Course Report (2017), Universities Australia's (UA) 10-Point Action Plan (2017) in response to the National Student Safety Survey on Sexual Assault and Sexual Harassment, and the TEQSA Good Practice Note: Preventing and Responding to Sexual Assault and Sexual Harassment in the Australian Higher Education Sector (2020).

UniSC has engaged in a continuous improvement process, using data analytics, lived experience, practice wisdom, best practice, and contemporary research to inform new initiatives. Which, along with the recommendations from independently commissioned external reviews (Code Black and Ernst & Young) have been captured in the 2023-25 Plan.

The Sexual Assault and Sexual Harassment Prevention and Response Taskforce (SASH Taskforce) has been convened to advise the Pro Vice-Chancellor (Students) on the development, implementation, reporting and evaluation of initiatives aimed at preventing and responding to sexual assault and sexual harassment impacting students. Membership comprises internal and external UniSC experts from the Sexual Violence Research and Prevention Unit, Specialist Sexual Assault Service as well as Queensland Police, Vulnerable Persons Unit and Sexual Assault Liaison Officers.

This report provides an update on the University's progress against the plan.

Action area 1: *Leadership and Governance*

- Development of an action plan and implementation template to capture relevant and contextualised activities, lessons learned and regular incident reporting.
- Action Plan mapped against recommendations from previous audit and reviews (including the Ernst & Young (EY) internal audit in 2022 and the Code Black (CB) review in 2021).
- Terms of Reference have been rewritten inclusive of the reporting pathway through to UniSC's Audit and Risk Management Committee (ARMC) and renewed focus on prevention initiatives.
- A comprehensive review of existing policies specific to sexual assault and sexual harassment underway, with approval of final changes targeted for December 2023.

Action area 2: *Prevention, awareness, and culture*

- Development of mandatory training modules (both online and in-person) on respectful relationships for all UniSC staff.
- Training modules launched to staff under the theme of *'Set the Standard'* with compliance training phase one rollout endorsed by Executive (12 April 2023) including code of conduct, sexual assault and sexual harassment, and bullying and harassment awareness.
- Face-to-face training with key staff in September 2023 to build further skills.
- Communication plan implemented highlighting the importance of SASH training to staff, including newsletter communications, email, and mandatory training for all staff.
- UniSC's "Respect. Now. Always" webpage launched and updated regularly.
- Training developed and being rolled out to higher degrees by research (HDR) students and supervisors
- Student Charter is prominently displayed on the Student Portal page and easily accessible to students during the enrolment process.

Action area 3: *Service, support, and safety*

- Online report form for students and staff reviewed to align with trauma informed and person-centered practices to reduce the steps required for a student to report a concern and seek support.
- Student Pathways team in collaboration with Academic Support Unit and other key internal stakeholders leading a review of the child protection risks and mitigation strategies.
- Working group formed to develop UniSC's Roadmap for the Prevention of Sexual Violence.
- Secure data storage implemented for recording sensitive and confidential information with controlled access to identified staff across organisational units.

Action area 4: *Monitoring, evaluation, and research*

- Data collected and quarterly monitoring and evaluation reporting through UniSC governance processes.
- Local level Safer Communities Network Meetings (every 6 weeks)
- Sexual Violence Research and Prevention Unit (SVRPU) team members provides expert input as core members of the SASH taskforce.
- Review of progress of the 2020-22 Action Plan conducted by SVRPU using a prevention matrix to map existing prevention initiatives identify any gaps to inform 2023-25 Action Plan