This Action Plan reflects work that was predominately undertaken in 2018, in response to recommendations from the Change the course report and an University commissioned external review by Rosenthal and Banks.

All recommendations have now been implemented, apart from participation in a national follow up survey. Universities Australia had planned to run this survey in September 2020 however due to COVID-19, it has been delayed.

The University continues to review its policies and practices in preventing and responding to sexual assault and sexual harrassment. This forms part of a continuous improvement focus, while also using data analytics and lived experience to make adjustments or to inform new initiatives.

The Safe and Fair Community Unit reports regularly to its internal Governance Group, Student Experience Committee, Academic Senate and Audit & Risk Committee (committee of University Council) on (de-identified) disclosures and incidents of sexual assault and sexual harassment; as well as continuous improvement initiatives.
## Summary of the University's response to recommendations from Change the Course and the Rosenthal/Banks report

<table>
<thead>
<tr>
<th>Leadership</th>
<th>The change in process and culture required to implement these recommendations will only be achieved with the full support and engagement of the University’s most senior leaders. Leadership commitment and good governance is necessary to enable fast change in process, but also to manage the longer-term cultural change that is required. The Vice-Chancellor is fully committed to taking responsibility for the changes. To ensure that our Action Plan is implemented thoroughly and effectively, we have established a governance structure that includes a University Safer Community Taskforce, which will have input from all relevant areas of the University. The external Expert Advisory Group will ensure that the Action Plan is guided by the best knowledge available from external experts. The Independent Oversight Committee on Sexual Assault and Sexual Harassment, to be made up of University Council members (including the Council’s student member) and expert external representatives, will oversee the implementation of the Action Plan. This committee, with its strong external presence, will ensure the University is publicly accountable for tackling these issues, as well as accountable to our own community. Progress will be publicly reported from February 2019 onwards. At all opportunities University leaders will communicate that safety from sexualised misconduct is a core value of the University. Education and training will ensure that leaders have the capacity to oversee and support the implementation of the recommendations.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prevention and culture</td>
<td>Our aim is to change behaviours and increase awareness of unacceptable behaviour. The University will develop and provide expert-led education and communication on sexual assault and sexual harassment to all students and staff. To ensure clarity, we will adopt a definition of sexual assault, review our definition of sexual harassment and ensure consistency in the use of these definitions across University protocols, policies and procedures. Communications expertise will be commissioned to ensure that training and other awareness-raising materials on sexual assault and sexual harassment are clear, accurate and accessible. The University has online learning modules in place aimed at education and prevention of sexual harassment and sexual assault, but to ensure we are adopting best practice these – and the way they are applied – will be reviewed. Formally including sexual assault and sexual harassment in operational risk registers will demonstrate an on-going commitment and accountability in the management of these operational risks.</td>
</tr>
<tr>
<td>Reporting, support, investigation and discipline</td>
<td>An important aspect of supporting victims of sexual assault and harassment is ensuring that staff and students who are ‘first responders’ are well trained and accessible. To this end, the University will evaluate and provide expert-led training to those staff and students who are likely to be first responders in instances of sexual assault and sexual harassment. Campus “security” will become “safety and security”, with roles clarified and training needs assessed. The suitability of the existing online reporting product for sexual assault, sexual harassment and other sensitive issues is being reviewed and an alternative product investigated. Expert and accessible counselling is a vital part of our response to sexual assault and sexual harassment and so an internal assessment of the University’s counselling services has taken place ahead of an external audit. The number of counsellors is being increased to ensure appropriate staffing, including availability in an emergency. The visibility of the service and the communication of information on how to contact a counsellor will be improved. Following the recommendations of the Change the Course report, the University commissioned an independent, expert-led review of existing University policies and response pathways in relation to sexual assault and sexual harassment (the Rosenthal/Banks report). This report has been received and all recommendations from it have been adopted (see Appendix 1).</td>
</tr>
<tr>
<td>Audit, data and continuous improvement</td>
<td>To increase our ability to safeguard our students and staff and to ensure we can measure our performance, we will collect and evaluate data on individual disclosures and reports of sexual assault and sexual harassment. Data and analysis of this data (noting appropriate confidentiality) will be reported at least every six months to the Vice-Chancellor and University Executive team with a view to considering and implementing improvements where required.</td>
</tr>
</tbody>
</table>
## RECOMMENDATION 1: Leadership & Governance

**Leadership: Recommendations 1 - 11**

<table>
<thead>
<tr>
<th>NO.</th>
<th>Recommendation</th>
<th>Description</th>
<th>Responsible Officer</th>
<th>Stream of Work</th>
<th>Due Date</th>
<th>Status</th>
<th>Evidence of Compliance/Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.5</td>
<td>Leadership at senior level</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>Vice-Chancellor and University Senior Executive Team</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Develop an action plan for sexual assault and sexual harassment which incorporates and responds to all the areas identified in this report as requiring further review and action</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>31 July 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Establish a permanent, whole University-wide group to lead the development of this action plan</td>
<td>The Dean/President (Culture and Wellbeing)</td>
<td>Leadership and Governance</td>
<td>26 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>A permanent group should include senior leadership, to ensure implementation of these recommendations over time</td>
<td>The Dean/President (Culture and Wellbeing)</td>
<td>Leadership and Governance</td>
<td>26 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Identify specific and comprehensive action to ensure sexual assault, sexual harassment and gender-based violence is taken seriously and reported on, including in student services, such as: counselling services, medical services and campus security; and</td>
<td>The Student Body</td>
<td>Leadership and Governance</td>
<td>30 July 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Develop an action plan for sexual assault and sexual harassment which incorporates and responds to all the areas identified in this report as requiring further review and action</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Development of an action plan should involve broad and extensive consultation with all relevant stakeholders from outside the university community, and within the university, including students, staff and visiting staff</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Establish a permanent, whole University-wide group to lead the development of this action plan</td>
<td>The Dean/President (Culture and Wellbeing)</td>
<td>Leadership and Governance</td>
<td>26 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Leadership and Governance are being reviewed and implemented as changes recommended in this report</td>
<td>The Dean/President (Culture and Wellbeing), Executive Director, Student Experience</td>
<td>Leadership and Governance</td>
<td>25 June 2018</td>
<td>Completed</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Change the course - recommendations

<table>
<thead>
<tr>
<th>REC NO</th>
<th>ROSETHA/BAINS</th>
<th>RECOMMENDATION</th>
<th>RESPONSIBLE OFFICER</th>
<th>Stream of Work</th>
<th>DUE DATE</th>
<th>STATUS</th>
<th>EVIDENCE OF COMPLETION/PROGRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Prevention and Culture: Recommendations 12 - 36</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td></td>
<td>Improve definitions of sexual assault that are consistent with the meaning of the term under Tasmanian criminal law, and which cover a full range of investigated criminal conduct</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Policy Documents</td>
<td>31 August 2018</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>13</td>
<td></td>
<td>Ensure the definition of sexual harassment contained in the University’s Discrimination Policy determines whether it is clear and encompasses all the conduct that could be sexual harassment, and include examples. Paget can be referred to the definition in the Tasmanian Human Rights (Equal Opportunity) Act 1986 (Tas) and the Race Discrimination Act 1995 (Cth)</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Policy Documents</td>
<td>31 August 2018</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>14</td>
<td></td>
<td>Develop measures for evaluating and refining the actions taken</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Policy Documents</td>
<td>31 August 2018</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>15</td>
<td></td>
<td>Student societies and student unions be developed and delivered by individuals and/or organisations with experience in sexual violence prevention.</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Policy Documents</td>
<td>31 October 2018</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>16</td>
<td></td>
<td>Develop communication strategies that address the diverse student body.</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Policy Documents</td>
<td>31 December 2018</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
</tbody>
</table>

### Completed

<table>
<thead>
<tr>
<th>REC NO</th>
<th>ROSETHA/BAINS</th>
<th>RECOMMENDATION</th>
<th>RESPONSIBLE OFFICER</th>
<th>Stream of Work</th>
<th>DUE DATE</th>
<th>STATUS</th>
<th>EVIDENCE OF COMPLETION/PROGRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>17</td>
<td></td>
<td>Develop content to enable students to critically evaluate each form of harassment and violence and to avoid victim-blaming.</td>
<td>Executive Director Student Experience</td>
<td>Training and Education</td>
<td>31 March 2019</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>18</td>
<td></td>
<td>Develop, review, update, training modules for staff and students that cover mental health, discrimination, harassment, consent, how to report incidents, and what the University will do in response to a report.</td>
<td>Human Resources</td>
<td>Training and Education</td>
<td>30 March 2019</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>19</td>
<td></td>
<td>For key performance indicators for all staff, demonstrate understanding of sexual assault and sexual harassment prevention and the University’s policies and procedures</td>
<td>Human Resources</td>
<td>Leadership and Governance</td>
<td>2019</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>20</td>
<td></td>
<td>Ensure all training is online and modules for staff and students are fully accessible to people with disabilities.</td>
<td>Human Resources</td>
<td>Training and Education</td>
<td>2018</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>21</td>
<td></td>
<td>Consider whether a risk in riot-prone areas continuing to be problematic needs further training.</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Training and Education</td>
<td>31 December 2018</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>22</td>
<td></td>
<td>Implement comprehensive University-wide risk assessment review for sexual assault and sexual harassment.</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Reporting and Evaluation</td>
<td>31 March 2019</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>23</td>
<td></td>
<td>Ongoing Review of University’s risk assessment review for sexual assault and sexual harassment.</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Reporting and Evaluation</td>
<td>31 December 2018</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>24</td>
<td></td>
<td>For continuous improvement, operational risk registers expected to be expanded.</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Reporting and Evaluation</td>
<td>30 March 2018</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>25</td>
<td></td>
<td>Conduct a comprehensive risk assessment review for sexual assault and sexual harassment.</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Reporting and Evaluation</td>
<td>2019+</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
<tr>
<td>26</td>
<td></td>
<td>Conduct a comprehensive review of risk assessment strategies and control for sexual assault and sexual harassment against internal audit processes.</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Reporting and Evaluation</td>
<td>2019+</td>
<td>Completed</td>
<td><a href="https://www.utas.edu.au/__data/assets/pdf_file/0007/1466665/6.4.0.0.pdf">相关政策.pdf</a></td>
</tr>
</tbody>
</table>

The University further considers the impact of University culture and to impact on sexual assault and sexual harassment. The consultation should include in its composition a full range of: 1) Repeat respondents of the Report, 2) New, follow-up stakeholder, 3) University staff, 4) Students, 5) Community, 6) University’s cultural and procedural expectations. In particular, students should be involved in the reporting for example through a clear process for completing, reporting and responding to any consultation and training strategies.
UNIVERSITY’S RESPONSES TO SEXUAL ASSAULT AND SEXUAL HARASSMENT - Reporting, support, investigation and discipline

**RECOMMENDATIONS 1 - 10: UNIVERSITY'S RESPONSES TO SEXUAL ASSAULT AND SEXUAL HARASSMENT**

**In order to ensure students and staff have access to support services and reporting procedures for sexual assault or sexual harassment, universities should:**

1. Disclose information about university reporting services to students and staff.
2. Make available a clear and concise guide to sexual assault or sexual harassment, including contact information.
3. Ensure information about internal and external reporting procedures and support services is provided clearly and logically presented on the university website.
4. Ensure information about internal and external reporting procedures and support services is accessible.
5. Ensure that information about internal and external reporting procedures and support services is updated regularly.
6. Ensure that information about internal and external reporting procedures and support services is made available to students from diverse backgrounds.
7. Ensure that information about internal and external reporting procedures and support services is provided in a culturally appropriate manner.
8. Ensure that information about internal and external reporting procedures and support services is provided in accessible formats.
9. Ensure that information about internal and external reporting procedures and support services is made available in a range of languages.
10. Ensure that information about internal and external reporting procedures and support services is made available in a range of formats.

**In order to ensure students and staff have the opportunity to report sexual assault or sexual harassment, universities should:**

11. Establish a clear and concise protocol for the reporting of sexual assault or sexual harassment.
12. Establish a clear and concise protocol for the reporting of sexual assault or sexual harassment.
13. Establish a clear and concise protocol for the reporting of sexual assault or sexual harassment.
14. Establish a clear and concise protocol for the reporting of sexual assault or sexual harassment.
15. Establish a clear and concise protocol for the reporting of sexual assault or sexual harassment.
16. Establish a clear and concise protocol for the reporting of sexual assault or sexual harassment.
17. Establish a clear and concise protocol for the reporting of sexual assault or sexual harassment.
18. Establish a clear and concise protocol for the reporting of sexual assault or sexual harassment.
19. Establish a clear and concise protocol for the reporting of sexual assault or sexual harassment.
20. Establish a clear and concise protocol for the reporting of sexual assault or sexual harassment.

**In order to ensure the University is able to effectively respond to sexual assault or sexual harassment, universities should:**

21. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
22. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
23. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
24. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
25. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
26. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
27. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
28. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
29. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
30. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.

**In order to ensure the University is able to effectively respond to sexual assault or sexual harassment, universities should:**

31. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
32. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
33. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
34. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
35. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
36. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
37. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
38. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
39. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
40. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.

**In order to ensure the University is able to effectively respond to sexual assault or sexual harassment, universities should:**

41. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
42. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
43. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
44. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
45. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
46. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
47. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
48. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
49. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
50. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.

**In order to ensure the University is able to effectively respond to sexual assault or sexual harassment, universities should:**

51. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
52. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
53. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
54. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
55. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
56. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
57. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
58. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
59. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
60. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.

**In order to ensure the University is able to effectively respond to sexual assault or sexual harassment, universities should:**

61. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
62. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
63. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
64. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
65. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
66. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
67. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
68. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
69. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
70. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.

**In order to ensure the University is able to effectively respond to sexual assault or sexual harassment, universities should:**

71. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
72. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
73. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
74. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
75. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
76. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
77. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
78. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
79. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
80. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.

**In order to ensure the University is able to effectively respond to sexual assault or sexual harassment, universities should:**

81. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
82. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
83. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
84. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
85. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
86. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
87. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
88. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
89. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
90. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.

**In order to ensure the University is able to effectively respond to sexual assault or sexual harassment, universities should:**

91. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
92. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
93. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
94. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
95. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
96. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
97. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
98. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
99. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
100. Review the University’s policies and protocols for responding to disclosures of sexual assault and sexual harassment.
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
- support or assistance received, ie: 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.

### Recommendation 45

**Action:**
- Require the Working Group (see recommendation 4) to report on a regular basis (at least six-monthly) to the University Council, the Senior Executive and the University Executive Team on:
  - a) progress on implementing the strategy
  - b) levels and nature of sexual assault and sexual harassment incidents reported
  - c) action taken on reports and outcomes
  - d) key developments in prevention, including messaging and training
  - e) emerging issues and proposed changes to the strategy

**Status:**
- Ongoing
- Completed

**Evidence of completion/progress:**
- Governance bodies updated regularly, this will continue.

### Recommendation 46

**Action:**
- Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:
  - the capacity of university counselling services to respond to students’ requests for counselling in an appropriately timely manner, and
  - how many university counselling staff have received training in working with sexual assault survivors.

**Status:**
- Completed

**Evidence of completion/progress:**
- Internal audit conducted in early 2018, resulting in recruitment of additional counsellors. External audit conducted during September 2018. Action plans developed.

### Recommendation 47

**Action:**
- 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.

**Status:**
- In progress

**Evidence of completion/progress:**
- UTAS will participate in the 1st survey, which was due to be rolled out in second half of 2020.

---

<table>
<thead>
<tr>
<th>REC NO</th>
<th>CHANGE THE COURSE - RECOMMENDATIONS</th>
<th>REC NO</th>
<th>ROSENTHAL/BANKS - RECOMMENDATIONS</th>
<th>RESPONSIBLE OFFICER</th>
<th>Stream of Work</th>
<th>DUE DATE</th>
<th>STATUS</th>
<th>EVIDENCE OF COMPLETION/PROGRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>Audit, data and continuous improvement</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-6</td>
<td>Stream all aspects of the processes for dealing with sexual assault and sexual harassment have internal data collection systems that enable easy generation of statistics for analysis of patterns, timeframes, participants, and key issues arising</td>
<td>Pre Vice-Chancellor (Culture and Wellbeing), Chief Information Officer</td>
<td>Reporting and Data</td>
<td>28-Feb-19</td>
<td>Completed</td>
<td>New software system implemented in February 2019, which will allow for more efficient and clear reporting. <a href="https://utas-advocate.symplicity.com/titleix_report/index.php/pid049627">https://utas-advocate.symplicity.com/titleix_report/index.php/pid049627</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-6</td>
<td>Require the Working Group (see recommendation 6) to report on a regular basis (at least six-monthly) to the University Council, the Senior Executive and the University Executive Team on progress as implementing the strategy (data taken on reports and outcomes) &amp; key developments in prevention, including messaging and training &amp; emerging issues and proposed changes to the strategy (levels and nature of sexual assault and sexual harassment incidents reported)</td>
<td>Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Reporting and Data</td>
<td>Ongoing</td>
<td>Completed</td>
<td>Governance bodies updated regularly, this will continue.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Audit the capacity of university counselling services to respond to students’ requests for counselling in an appropriately timely manner, and</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>the nature of the work undertaken by university counselling services including counseling provided at night and over weekends</td>
<td>Pro Vice-Chancellor, Pro Vice-Chancellor (Culture and Wellbeing)</td>
<td>Reporting and Data/Commission External Reviews</td>
<td>31-Dec-18</td>
<td>Completed</td>
<td>Internal audit conducted in early 2018, resulting in recruitment of additional counsellors. External audit conducted during September 2018. Action plans developed.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Universities should conduct 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>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>