

Timeframe	Recommendation	University's Response
	<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.	Completed
	Establish a centralised reporting, advice and referral service.	Development underway. Implementation is imminent.
	Review the terms of reference of the Respect. Now. Always (RNA) Committee.	Consultation and review underway.
6 to 12 months	Develop and implement a Plan of Action for the RNA Committee.	Under Development.
	Allocate adequate and sustainable funding for the RNA Committee to fulfil its mandate and to implement the Plan of Action.	Consultation on funding allocations underway.
	<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 accountability pathway established.

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	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.	Completed Reporting framework added to Vice Chancellor's update.
	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.	Accountability to be added to Performance Framework and relevant University 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.	Completed.
	Quarterly updates on the data should be provided to the Vice-Chancellor and the RNA Committee.	Reporting framework added to RNA mandate.
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.	Framework under development.

	<i>Strengthen policy frameworks to align with best practise standards</i>	
3 to 6 months	Review and strengthen UC policies on sexual harassment and sexual assault to ensure they meet best- practice standards.	New policy under development.
	Introduce strategies to communicate policies and procedures on sexual harassment and sexual assault with a focus on accessibility.	Training and communication platform under development.
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.	New policy 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.	Review of policies to be undertaken in conjunction with the development of new sexual harassment and sexual assault policy.
	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.	A phased and targeted implementation approach will be undertaken due to financial considerations; and limited capacity of the Office of Regulatory Services to process a large volume of applications.
	<i>Establish a survivor-centred system of support</i>	
3 to 6 months	Establish a survivor-centred centralised reporting, advice and referral service.	Reporting service under development. Training to be undertaken. Capacity of Medical and Counselling Centre to be enhanced. Consultation underway to ensure effective and appropriate response to reports.

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	Ensure the case management system is culturally competent.	Capacity of key personnel to be enhanced. Consultation underway.
	Establish a partnership with a local specialist sexual violence service to provide specialist trauma- informed counselling services on campus available every day.	Capacity of Medical and Counselling Centre to be enhanced. Consultations underway.
6 to 12 months	Provide training by an expert provider to all medical and counselling staff on trauma-informed responses to sexual assault.	Consultations underway.
	Provide first responder training for security and library staff, student support services and all student-facing academic staff.	Consultations underway.
	<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.	Materials under development.
	Provide cultural-awareness training for all staff who provide services to students, including student support staff, security, residence staff and resident advisers.	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.	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.	Consultation to be undertaken with the Student Representative Council. System to be implemented with clear reporting frameworks to ensure effective monitoring.
	<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.	Audit to be undertaken in 2019.
	Increase security in identified hotspots and provide allocated security staff for the library and residences.	Appropriate actions and enhancements to be reviewed and proposed for budgetary allocations following the audit to be undertaken in 2019.
	<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.	Consultation and collaboration with RNA Committee and UC SRC to be facilitated.
	Ensure that at least one resident adviser in each residence/lodge is an international student and there is a gender balance among resident advisers.	To be included in consultation and framework development discussions as above.
	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.	To be actioned as part of the Orientation Programs from 2019.
	<i>Deliver comprehensive training and awareness-raising on sexual harassment, sexual assault and respectful relationships across the University community</i>	

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3 to 6 months	Establish 'Consent Matters' as compulsory for all students on first enrolment and ensure refresher training is completed on an annual basis, as one aspect of prevention; evaluate the impact and outcomes of the training.	Roll out from 2019 with a clear reporting and monitoring framework.
	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.	Consultation with training providers underway to custom-design training. This action will be expanded to include all staff. Implementation in 2019.
6 to 12 months	Train all staff on identifying and responding to sexual harassment in the workplace and taking action as a bystander.	Consultation underway to design training.
	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.	To be incorporated in the training and actioned as a Checklist for supervisors.
	<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.	Consultations underway and to be incorporated into Orientation Program from 2019.
	Integrate communication and awareness-raising about sexual harassment, sexual misconduct, consent and respectful relationships in existing student initiatives.	RNA Committee and UC SRC to collaborate and formulate a program of activities and interventions. Consent Matters to be mandatory from 2019.

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.	Consent Matters to be mandatory from 2019.
	Develop and implement an evidence-based communications strategy.	Communications strategy under development.
	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	Consultations underway and program to be developed.
	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.	Student Welfare Services under review with a focus on enhanced delivery of outreach support and advisory services.