



Dr Michael Spence AC
Vice-Chancellor and Principal

28 February 2019

Kate Jenkins
Sex Discrimination Commissioner
GPO Box 5218
Sydney NSW 2001

Dear Ms Jenkins,

National Inquiry into Sexual Harassment in Australian Workplaces

Thank you for the opportunity to make a submission to the National Inquiry into Sexual Harassment in Australian Workplaces. The University of Sydney is deeply committed to fostering an inclusive campus environment where everyone in our community feels safe and supported. Behaviour that is intimidating, abusive, discriminatory, disrespectful or threatening – including any instance of sexual harassment or assault – is absolutely unacceptable.

The values of respect and integrity are foundational to the University community. Our 2016-2020 Strategic Plan states that “all members of the University should be treated by one another as full and equal participants in the University community”. This is also reflected in the codes of conduct that set the standards for our staff, affiliated title holders and students; stipulating tolerance, honesty and respect as the hallmarks of relationships throughout the University community. Comprehensive policies and procedures are in place to deal with disclosures and complaints of sexual assault and sexual harassment.

Our values shape a robust and compassionate framework of safety and support services, complemented by education and training programs for staff. We are continually monitoring effectiveness and examining internal processes to make improvements that increase accessibility, transparency and consistency to support and services. Progress has been made but there is more work to do.

We are proud of our partnership with the Commission in addressing sexual assault and sexual harassment in our community. Our methodical implementation of the recommendations from *Change the Course: National report on sexual assault and sexual harassment at Australian Universities* is testament to our work in creating a safe campus and preventing sexual assault and harassment and we have recently updated the Commission on progress. I have attached a table that lists our actions implemented against each of the nine recommendations from *Change the Course*. This table is also available on the Safer Communities page of our website where we report on progress throughout the year: <http://sydney.edu.au/about-us/vision-and-values/safer-communities.html>

Key pieces of work have been extended to meet the needs of staff and affiliates including:

- The development of a stand-alone Sexual Assault and Sexual Harassment Policy and Procedures for staff, which will be in place later this year.
- A new online form for staff and affiliates to report sexual assault or sexual harassment either as a disclosure or a formal report will be available later this year. This online

portal is also a means of seeking support from specialist staff. It follows the launch of the student portal in 2018.

- The online *Consent Matters* module was completed by over 31,000 students in 2018 and is available to staff.
- In-person training provided by Rape and Domestic Violence Services Australia and Griffith University to provide greater understanding of consent, ethical behaviour, respectful relationships and how to intervene as a bystander.
- 250 staff and student leaders completed *Responding with Compassion* training in 2018. We continue to offer this training to key frontline staff in 2019.
- Work has commenced to develop a bespoke training program for Higher Degree Research supervisors and students. A pilot will be launched this year.
- Student Liaison Officers (SLOs) provide case management and advocacy to survivors and have been well received by our community. Recruitment of a third Officer is currently underway. The SLOs have met with and provided information on their role and reporting options to faculty staff as well as staff at University accommodation facilities and residential colleges.
- Detailed online resources for staff supporting someone in distress, someone experiencing domestic violence, survivors of sexual harassment and sexual assault. This information is promoted to staff in face-to-face departmental and faculty briefings, online staff communication channels and all staff emails
- Domestic violence leave is available and enhanced measures to support the safety and wellbeing of staff at work who are experiencing domestic violence.
- We continue our work with the residential colleges to support them in implementing the recommendations from Elizabeth Broderick's reports on cultural renewal.

We are also considering how to respond appropriately to staff and students who have experienced sexual harassment and sexual assault within our community in the past. A Working Group comprising senior academic and professional staff has been established to guide and plan the University's response to historic cases of sexual assault and sexual harassment. This includes the University's participation in the National Redress Scheme for Survivors of Institutional Child Sexual Abuse. The Working Group will engage across the institution to guide the development of policies, processes and training to mitigate risks, aid prevention and ensure the safety and wellbeing of all members of the University community. This is one part of an ongoing process of cultural renewal at the University. It is a complex task and will take some time, but a meaningful institutional response would have a positive impact on the wellbeing of survivors and restore trust in the communities we serve.

With respect to the current legal framework, as a higher education provider, the University is subject to Commonwealth and State laws prohibiting sexual harassment in the workplace, in education, and in the provision of goods and services, accommodation, sporting activities, and government programs. The University has a well-resourced Office of General Counsel, with solicitors practising

in employment and administrative law, who regularly advise on anti-discrimination matters. In the University's experience, this is a complex area of law, requiring specialist expertise.

We note that there are subtle but important differences in the definition of 'sexual harassment' in the Commonwealth *Sex Discrimination Act 1984* ('SDA') and the NSW *Anti-Discrimination Act 1977* ('ADA'), including in the 'reasonable person' test. The ADA requires a complainant to prove that an unwelcome sexual advance, request for sexual favours or other unwelcome conduct of a sexual nature took place 'in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the other person would be offended, humiliated or intimidated', whereas the SDA requires a complainant to prove that the conduct took place 'in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the other person would be offended, humiliated or intimidated'. There are also differences between the ADA and the SDA in the areas of public life in which sexual harassment is prohibited. Harmonising State and Commonwealth anti-discrimination legislation would improve understanding of what conduct amounts to sexual harassment and assist higher education providers in their efforts to educate employees, students and campus visitors about when it is unlawful. We would be happy to provide further details if that would assist. Another complexity that might contribute to lack of understanding of sexual harassment legislation, and to a reluctance to report sexual harassment is the requirement for the complainant to prove that a sexual advance, request for sexual favours or other conduct of a sexual nature was 'unwelcome'.

As the Commission will be aware, some conduct that constitutes unlawful sexual harassment is also a criminal offence under State criminal legislation. In NSW, section 316 of the *Crimes Act 1900* presents an additional challenge for employers, including higher education institutions, due to the obligation to report 'serious indictable offences' to the NSW Police. This requirement, and the consequent ethical obligation on the University to advise prospective complainants of it, can act as a significant deterrent to complainants wishing to report serious incidents of sexual harassment. Further, in our experience, the availability of independent professional providers to deliver appropriate counselling and support to complainants (including on a consultancy basis) is extremely limited.

The University's efforts to support equity extend beyond safety and support services to a suite of initiatives supporting gender equality in the workplace. Since 2014 the Women's Career Acceleration and Leadership Strategy, has supported:

- Inclusive leadership training for all senior leaders;
- Gender targets and measures to track progress and outcomes;
- Career development programs targeted to create a level playing field for women;
- Investigating and addressing gender pay equity;
- Implementing and managing flexible working arrangements; and
- Expansion of relevant policies, systems and practices to increase gender inclusion.

We are close to meeting our gender targets in all areas (by 2020) and have already surpassed one – as at 1st January 2019, 46% of our senior leaders were women. Our target was 40%. We offer successful mentoring and leadership programs for our female staff including: The Vice-Chancellor's Sponsorship Program for Culturally Diverse Women and the Sydney Women's Mentoring Program for both Academic and Professional Staff.

We have enhanced our offering by providing specialised programs for our academic women, culturally diverse academics and Aboriginal and Torres Strait Islander academics.

The University supports the Male Champions of Change *Challenging Gender Stereotypes: Action Plan* and steps to deliver this plan. Some of our activities to better understand and challenge gender norms within our organisation include:

- Conducting a deep dive into the results of the recent Culture Survey so that we can understand and measure to what extent gender stereotypes exist within the University.
- Driving an increase in the uptake of care and flexible working arrangements by men, by seeking to better understand and address what motivates men to take up flexible ways of working or primary carer parental leave.
- Normalising flexibility across all genders across the University by reviewing current practices and improving information, support and advice for all our staff about working flexibly.

We have signed the MCC Panel Pledge to help improve gender diversity on discussion panels, discussion forums and other external events. We also promotes gender equity in the sector by participating in the [Science in Australia Gender Equity \(SAGE\)](#) pilot program, which promotes gender equity and diversity in science, technology, engineering, mathematics and medicine (STEMM). Our involvement in this Pilot will enhance our research and education excellence by building an inclusive culture that enables all staff to thrive and achieve their potential.

We employ leading scholars in issues related to equality, non-discrimination law, gender equity and many other areas. The [Women, Work and Leadership Research Group \(WWLR\)](#), for example, located within the University's Business School are a focal point for collaboration between academics, business practitioners and policymakers to explore, understand and respond to all factors affecting women: work, employment, family and community. The WWLR is making significant contributions to both government and company policies about parental leave, women and leadership, flexible and equitable work arrangements and domestic and family violence leave. They released the *Women and the Future of Work: Report 1 of the Australian Women's Working Futures Project* in 2018. The work of this research group is just one example of the rich tapestry of academic work in this space and I encourage the Commission to engage with the numerous experts at the University of Sydney.

Thank you once again for the opportunity to contribute to this important Inquiry. The University is committed to creating a safe, supportive and fair environment for everyone in our community. We applaud the long-standing work of the Australian Human Rights Commission in this area and look forward to seeing the outcome of the Inquiry.

Yours sincerely,

Michael Spence

ACTIONS TAKEN TO IMPLEMENT RECOMMENDATIONS FROM AHRC *Change the course: National Report on Sexual Assault and Sexual Harassment at Australian Universities 2017*

Change the Course, AHRC report Recommendations	
Leadership and Governance	Actions University of Sydney has taken to date
Recommendation 1	
Vice-Chancellors should take direct responsibility for the implementation of these recommendations, including decision-making and monitoring and evaluation of actions taken. To assist and advise them in this respect, Vice-Chancellors should have an advisory body within their institution which has responsibility for guiding the implementation of the recommendations made in this report. The advisory body should report directly to the Vice-Chancellor of each university and include representatives from: • the university's senior leadership • the student body • academic staff • residential colleges affiliated with the university • student services, such as: counselling services, medical services and campus security, and • frontline sexual assault services. The advisory body should be responsible for developing an action plan for the implementation of these recommendations. The development of an action plan should involve broad and extensive consultation with all relevant stakeholders from the university community and, where relevant, the wider community. The advisory body should also seek independent expertise where relevant and draw on existing research and best practice. The advisory body should assess and publicly report on the university's progress towards implementation of these recommendations within 18 months of the release of this report. From then on, public reporting on progress should occur on an annual basis.	In September 2016, the University established a Safer Communities Advisory Group with representation from all student organisations, as well as representatives from staff and residential colleges. The Advisory Group reports directly to the Vice-Chancellor's Student Consultative Committee and functions as a channel to consult with students on policy matters, programs and safety campaigns relating to student experience and welfare. The group meets bimonthly with out of round meetings held as needed. External subject matter experts attended and presented at advisory group meetings held in 2018. An action plan to prevent and respond to sexual violence was approved and overseen by the advisory group in 2018 and will continue into 2019. Public reporting on the progress is documented on the Safer Communities webpage found here: http://sydney.edu.au/about-us/vision-and-values/safer-communities.html Planned future action Bi-monthly meetings are scheduled for 2019 to oversee approval and rollout of 2019 action plan.

Changing attitudes and behaviours	
Recommendation 2	
Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that: - provides students and staff with education about: behaviours that constitute sexual assault and sexual harassment, consent and respectful relationships, 'violence supportive attitudes' and bystander intervention, and - identifies existing resources and communications campaigns that reinforce key messages of education programs for dissemination to staff and students. Education programs and communications should: - target all levels of the organisation – current and future students, staff, residential colleges, public transport to/from university, sports clubs, student societies and student unions - be based on best practice and research - be developed and delivered by individuals and/or organisations with expertise in sexual violence prevention - be developed in consultation with university students, and - include measures for evaluating and refining the actions taken.	Consent Matters rollout In Semester 2, 2017, the University adopted an online educational module as a learning tool for students to understand the nature of sexual consent. Based on recommendations by the Safer Communities Advisory Group, Epigeum's Consent Matters module was selected. During Semester 2, 2017 all current students were encouraged to complete the module In 2018 the module was implemented as a compulsory requirement for all new commencing students. Over 31,000 students completed the module in 2018. Of the students who completed the feedback survey 80% had positive or very positive impressions of the module and 75% thought it was effective in improving their understanding of the subject. The module is compulsory for other relevant cohorts of students such as student union club and society executives; and accommodation and college residents. The module is available for all continuing students to complete. The module is available for staff to complete. In-person training To complement and support the online module and to provide greater understanding of consent, ethical behaviour, respectful relationships and how to intervene as a bystander, key groups of student leaders have received in-person training provided by Rape and Domestic Violence Services Australia and Griffith University. Over 300 students were trained through in-person bystander awareness across 15 sessions in 2018. A further 15 sessions are planned for 2019. Work has commenced to develop a bespoke training program for HDR supervisors and students in consultation with an external subject matter expert. Planned future action - Pilot program for HDR supervisors and students. - Further in-person training in bystander awareness. - Continued deployment of Consent Matters as compulsory requirement.

University responses to sexual assault and sexual harassment	
Recommendation 3 In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should: widely disseminate information about university reporting avenues to staff and students	Contact Channel The University has established a single point of contact helpline to support survivors and bystanders when an incident occurs. 1800 SYD HLP makes it easier for students to access various levels of assistance in the event of an incident; including campus security, support services, reporting channels and external 24-hour help and an anonymous call back service. The 1800 SYD HLP line is advertised on the back of all newly issued student cards and promoted through a poster and email campaign to the student body. Online reporting A new online reporting form was made available on 1 August 2018 to allow confidential disclosures of sexual assault and harassment. A campaign to promote the online form to students and staff was rolled out in Semester 2, 2018. Further promotion will take place in 2019. Enhanced staffing capability Two Student Liaison Officers (SLOs) were recruited in November 2017 to provide case management for student sexual assault survivors and to support delivery of the Safer Communities initiatives. The SLOs have met with and provided information on their role and reporting options to the following groups: - Staff and students at University accommodation facilities - Staff and students at colleges - Faculty staff - Campuses outside of Sydney - Student orientation sessions Planned future action - Safer communities survey in September 2019 to gather information about students experiences with and perceptions of existing institutional procedures for reporting. - Hire of an additional Student Liaison Officer in 2019.
widely disseminate information about internal and external services to staff and students, including: university counselling and medical services, campus security, local sexual assault services, police, medical centres, hospitals, counselling services and anti-discrimination agencies	Students In Semester 2, 2017 the student website was updated with a new sexual assault page which includes definitions of what is sexual assault, support services and responding to an incident. See the page here: http://sydney.edu.au/students/sexual-assault.html

	Links to this website were included in a series of student emails and Student News items in 2017 and 2018. A review and update of this page is underway and will be finalised before the end of Semester 1, 2019. Welcome information for 2019 includes information about support services. Staff The staff intranet includes a video about how to help a student in distress after an unwanted sexual experience, a specialist guide for staff in how to support students in difficult circumstances, and a factsheet on how to assist student survivors. This information is promoted to staff in face-to-face departmental and faculty briefings, online staff communication channels and all staff emails. Planned future action - Continued promotion of the information through regular channels. - Updates to be sent to students and staff as new information and processes are developed.
• ensure that information about internal and external reporting procedures and support services is displayed clearly, in a logical place(s) on the university website	See here: http://sydney.edu.au/students/sexual-assault.html The reverse side of all student cards now identify the 1800-SYD HLP number for immediate assistance
• ensure that information about internal and external reporting procedures and support services is provided to students as part of their orientation into university and to new staff as part of their human resources induction/ on-boarding.	Students - 1800 SYD HLP line is promoted in orientation activities. - Confidential portal is included in orientation activities - Reporting options are included in the factsheet available on webpage. Sexual Assault Support for student survivors The Student Transition and Retention team (STaR) present at multiple faculty and residential college orientations about Student Support Services which includes information on; Counselling and Psychological Services (CAPS), the University Health Service, Security Services, Student Liaison Officers, 1800 SYD HLP phone number and expectations around student conduct and safety. The Student Liaison Officers attend to talk further about their roles as case managers for survivors and the online sexual consent education module <i>Consent Matters</i>. As part of orientation the STaR team also run an <i>Accessing Healthcare in Australia</i> session for International Students. This session involves presentations about university health and counselling services, sexual and community health. Student Liaison officers

	provide information on what to do case of a sexual assault. This session involves a panel discussion where students are able to ask questions Staff - Information has been included as in induction milestone for new staff and the Consent Matters module is a key component for each of the Associate Dean – Student Life.
ensure that information about internal and external reporting procedures and support services is accessible to all students and staff, including: people with disability, people from CALD backgrounds, and	All student communications are written in plain English and information on website is accessible.
develop relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary.	Close collaboration with the NSW Rape Crisis Centre to assist with training staff and to establish the Centre as a key contact point for assistance with out-of-hours access. Routine collegiate meeting between RPA counsellors and University Counselling and Psychological Services. On campus RPA outreach clinic.
Universities should evaluate the activities undertaken to increase awareness of support services and reporting processes to ensure that these measures have been effective in increasing awareness among staff and students.	The University will be undertaking a point in time repeat of the 2015 Safer Communities survey with the same core questions amended to reflect the change that has happened across the sector. Survey to take place in September 2019 will gather information about student experiences of sexual harassment and assault on campus, as well as their experiences with and perceptions of existing institutional procedures for reporting.
Recommendation 4	
In order to ensure that actions taken by universities to prevent and respond to sexual assault and sexual harassment are appropriate, within a year of the release of this report, universities should commission an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment. This review should assess the effectiveness of existing university policies and pathways and make specific recommendations to universities about best practice responses to sexual assault and sexual harassment.	As above, the University will be repeating the 2015 survey with the same core questions amended to reflect the change that has happened across the sector. Survey to take place in September 2019. Survey outcomes will assess the effectiveness of existing University policies and pathways and make recommendations about best practice response to sexual assault and harassment. On 1 August 2018 the University released the Student Sexual Assault and Sexual Harassment Policy and Procedures. The Policy was developed in consultation with internal and external stakeholders and can be found on the University's online policy register. A review of the effectiveness of the policy and procedures is set for August 2019. The University will ensure that an external expert is on the review panel.

In the interim, and at an institutional level, universities should draw on sexual violence counselling expertise to develop and review processes for responding to sexual assault and sexual harassment of students to ensure that they: • secure the immediate safety and wellbeing of the individual who has experienced the sexual assault or sexual harassment • are clear and accessible • provide individuals with control over what happens to their report • have the flexibility to suit individual circumstances • provide students with support to continue with their studies • provide specialist support, from someone who has specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors, and accommodate the needs of students from a diverse range of backgrounds.	The University has reviewed how we respond to formal complaints (including reporting incidents of sexual violence) and investigations. The Student Discipline Rule was instituted in March 2017 and updates were made to complaints policy/procedures so as to allow us to undertake investigations in a much more timely fashion, while preserving the principles of due process and procedural fairness. We've placed the needs of student survivors of sexual assault at the forefront of our revised processes, implementing a new complaints handling system that allows the University to be far more transparent about the process, how long it might take, key milestones, and what to expect. Specially trained case managers prioritise complaints about an unwanted sexual experience, and contact the complainant within 24 hours. Student response system Other improvements include the establishment of a 'call-back' mechanism for students and the introduction of multiple reporting channels, including via 1800 SYD HLP, online submission, the University app and a direct phone call. There are also facilities for online reports to be made by a member of staff who is assisting a student. Enhanced specific staff capability Two Student Liaison Officers are on staff to provide case management to survivors of sexual assault. They provide one-on-one services tailored to each student's needs to ensure they are getting the appropriate support. This includes meeting with students to work out exactly what kind of support they need and then liaising with other services within the University to provide practical solutions. We plan to hire a third Student Liaison Officer in 2019.
Recommendation 5 Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual assault and sexual harassment. Universities should ensure that these staff members and student representatives receive training in responding to disclosures of sexual assault and sexual harassment, delivered by an organisation with specialist expertise in this area.	Rape and Domestic Violence Services, Australia have been contracted to deliver the 2-hour training session <i>Responding with Compassion</i>. The training requirement is embedded in induction processes for frontline staff. Staff who received the training include: - Campus Security - Student Affairs Unit - Accommodation facility staff - Residential Advisors - Associate Deans (Student Life) - Counsellors - Staff in remote campuses (Lismore, Broken Hill, Orange, Dubbo and Camden). - Placement coordinators - Other key frontline staff e.g. Library staff as requested or directed

	Student leaders receiving the training - USU C&S executives - Residential Advisors Approximately 250 staff completed <i>Responding with Compassion</i> training in 2017 and another 250 in 2018.
Monitoring and Evaluation	
Recommendation 6	
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 • steps taken to respond to the complaint/incident, i.e.: whether the individual reported to police, whether the perpetrator was moved to a different lecture/tutorial • support or assistance received, i.e.: 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.	The University's TRIM workflow for Complaints & Misconduct Handling is a secure web-based program that links to enrolment data, as well as staff and TRIM databases. Implemented in early March 2017, it retrieves the details of a complainant (or a nominee where a complainant wishes to remain anonymous). Appropriate referrals are standardised business processes for police reporting through the Office of General Counsel (OGC), as well as security and liaison with counselling staff and departmental/administrative units for student attendance management. Serious and high-level incidents are actioned immediately upon receipt of a complaint and appropriate responses and reports are generated to the Registrar on the same day. Support and referrals to appropriate internal and external agencies for counselling are provided. Access to complainant and respondent information is limited to the Student Affairs Unit, key staff within Workplace Relations and the Office of General Counsel. Review and improvements to this process includes: - Biannual reviews of 1800 SYD HLP statistics and monitoring; - Website improvements, more detailed advice provided for complaints and misconduct reporting, with provision for anonymous and direct reports via phone, email and web-form; - Weekly internal evaluation and monitoring of complaints/misconduct processing; - Statistical reports in relation to penalties provided to Academic Board/Senate and other sub-committees consistent with policy requirements; - Same day reporting to Registrar in relation to sexual assault and indictable criminal matters.
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.	Information in relation to complaints is provided to the Registrar on a monthly basis. Follow up advice is then provided to the Vice-Chancellor by the Registrar. Same day reporting to Registrar in relation to sexual assault and indictable criminal matters.

Recommendation 7	
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. As part of this audit, universities should collect data on: the average length of time students are required to wait to see a university counsellor, and the number of urgent/crisis requests for counselling received. This data should be assessed to determine whether additional counselling services are required to meet the urgent needs of students who have experienced sexual assault or harassment. If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable.	Expanded capacity with Counselling and Psychological Services (CAPS) - One day per week Rape Crisis Centre staff housed within CAPS funded by the University to be expanded to two days per week during 2018. - All CAPS staff have received training. Currently the University: - Undertakes ongoing monitoring of number of days to next available booked appointment - Ensures daily urgent counselling timeslots are available - Provides continuous training for counselling staff - Ensures all counsellors have undertaken Responding with Compassion training.
Recommendation 8	
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.	Vice-Chancellor via Universities Australia
Residential colleges and university residences	
Recommendation 9	
In addition to considering the implementation of the university recommendations made in this report, residential colleges and university residences should commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings. This review should consider: - appropriate responses by a college or university residence to reports of sexual assault and sexual harassment - a trauma-informed and rights-based approach in a situation in which an allegation of sexual assault has been made - the ways that hazing practices and college 'traditions' facilitate a culture which may increase the likelihood of sexual violence	Independent Review In 2016 the University commissioned business and social change leader Liz Broderick to work with the University's affiliated residential colleges and the University on a far-reaching program of cultural reflection and change. We have also made refinements to reporting and escalation protocols at all University-owned accommodation. The Broderick report for five residential colleges was released in November 2017. The report for St Paul's College was released in September 2018. The University is working closely with the Colleges to support them in implementing the recommendations. College councils, staff and students are dedicated to raising standards of behaviour and to fostering a safe and inclusive environment. Lasting progress is being made, particularly in implementing those recommendations relating to leadership, education and training, Welcome Week, equity, diversity and inclusion. Workshops devoted to sexual ethics, respectful relationships, safety and wellbeing and other key issues identified in the Broderick reports continue beyond Welcome Week. Codes of conduct,

• the role of alcohol in facilitating a culture which may increase the likelihood of sexual violence • the level and nature of supervision in a 24 hour residential setting in which large numbers of young people are living away from home, and • the level and adequacy of training required to equip residential advisors to serve as first responders or in response to matters of sexual assault and harassment.	policies and procedures across the colleges have been reviewed and stand-alone sexual assault and sexual harassment policies are in place. Reporting options and referral pathways have been strengthened, including closer links to University support services. Constructive discussions on responding to common issues such as alcohol misuse and hazing continue and have seen promising changes to the control and management of social events and bar arrangements. The Colleges have also agreed to engage a common expert independent provider, trained in trauma-informed care and support for students. University activity The Student Liaison Officers met with all the colleges in 2018 and will continue to have ongoing engagement with both the staff and students of the residential colleges throughout 2019 to disseminate information around reporting options. All residential life staff and residential assistants on duty at University owned housing have undertaken Responding with Compassion training.
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