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Dear ANUSA President, PARSA President and ANU Womens Officers

Response to the Broken Promises Report

I write in response to the *Broken Promises Report*. This response is not intended to conclude the conversation but to support the continuation of the work and consultation over the coming years. ANU is committed to ensuring a safe and respectful campus for our students, staff and community. Following the 2017 *Change the Course Report*, ANU has taken progressive steps to develop a supportive environment that is informed by a victim/survivor-centred approach to the reporting and disclosing of incidents of sexual assault and sexual harassment. While these steps have improved our awareness of sexual violence and created better institutional response mechanisms, it is clear that ANU must do more to prevent sexual assault and harassment on campus.

The *Broken Promises Report (Report)* is a chronological assessment of the actions undertaken by the ANU since the release of the *Change the Course Report*. The *Report* is a milestone document that highlights the need to progress several initiatives that have stalled since the release of the *Sexual Violence Prevention Strategy (SVPS)* in late 2019. The initiatives found within the *SVPS* are intended to go far beyond the baseline found within *TEQSA's Good Practice Note* and established in the sector. This response does not address all 28 issues detailed in the *Report*. Instead, it seeks to provide clarity around how ANU will ensure that all supported recommendations are addressed and provide a response to the five specific recommendations made towards the end of the *Report*. We acknowledge and thank you for your commitment to advocating for the students that you represent. It is vital that you continue to provide your perspectives, hold us to account, and work with us to tackle SASH in our community.

Broken Promises Analysis

In reviewing this *Report* the University has undertaken a methodical analysis of the reports, reviews and commitments on which the *Report* was based. This analysis has evaluated the status of the actions that the University had committed to, at the time the relevant source was published and categorised the findings of the *Broken Promises Report* into three categories: 1) completed/ongoing, 2) we disagree with the assessment and 3) no longer best practice/alternate practice. This analysis is also being used to support the University's response to the TEQSA Request for Information.

The majority of the findings have been actioned and were categorised as completed/ongoing. Where work is ongoing it has been mapped into the *Student Safety and Wellbeing Plan* and its implementation, including the recommendations from the *Independent Assessment of the SVPS*. The University also regards some of the statuses listed in the *Report* as inaccurate, but believes that this is likely attributed to a communications gap that should be corrected through the *Student Safety and Wellbeing Plan*. The final category is included so the University can identify what is no longer considered best practice. The main example of this is the concept of a 'One Stop Shop', which was piloted. Further details are contained below in the response to the *Report's* recommendations.

Sexual Violence Prevention Strategy

In November 2019, the ANU *SVPS* was released, which is part of the University's long-term, evidence-based, and strategic approach to effectively prevent and respond to sexual violence across the University. It was

developed over a two-year period (2017-2019) in consultation with key advisory bodies and with the valuable contribution of many ANU students, staff, community members and victim-survivors.

In December 2021, the Deputy Vice Chancellor (Student and University Experience) commissioned the *Independent Assessment of the SVPS (Independent Assessment)* from external expert Lyn Walker AM. The *Independent Assessment*, released on March 23, 2022, shaped the *Student Safety and Wellbeing Plan*, also released on 23 March. The *Independent Assessment* makes recommendations around developing the leadership roles of students and staff in both responding to and preventing sexual violence and defining a zero-tolerance approach through our policy framework. In addition, the *Independent Assessment* recommends that communications be designed to raise awareness of the support available and that the ANU take steps to review and evaluate actions to ensure that learnings, outputs, and outcomes are adequately addressed. Further information on the *Independent Assessment* can be reviewed [here](#).

Rebuilding our Capacity

Following the release of the SVPS in 2019 a series of delays, which were compounded by the COVID-19 pandemic, to implementation during 2020 and 2021 have meant that ANU needs to refocus on outcomes. In late September 2021, following the release of the *Broken Promises Report* in August 2021, the ANU Senior Management Group endorsed a three-phased plan to rebuild our internal capacity, begin reporting meaningful data on sexual assault and sexual harassment, and to commence rolling action plans detailed in the SVPS. Importantly, these rolling action plans will take on previous reports and those included in the *Broken Promises Report*.

As a result of this approach the SVPS Taskforce was stood up to consult and support as we progressed the three-phased plan. This Taskforce, which met regularly and included staff and student representatives, guided the work being undertaken and incorporated student leaders and operational staff in the process.

Since September 2021 the University has undertaken significant action in rebuilding our capacity. These transparent steps show a commitment to our students while refocusing our efforts towards doing better. As we move through 2022 and into the future, ANU must exemplify best practice in order to support the prevention of sexual violence in our community and respond effectively and empathetically when it does occur.

In Phase 1 ANU committed to strengthening the support mechanism already in operation and to review the disclosure process of the University. This led to a significant reduction in the number of steps needed to complete a disclosure. This period also included establishing the Student Safety and Wellbeing Team and the recruitment of several key positions, including three Case Managers who work to support victim/survivors who disclose to the University.

Phase 2 commenced in early 2022 and built on the foundations of Phase 1, with a focus on ANU responses. In this phase, the first report into Sexual Misconduct Reports and Disclosures was published, the Respectful Relationships Unit undertook work to improve the Enlivening Consent training program, which from Semester 1 2022 was compulsory, and provided the Consent Matters Module for all students moving into residence for the first time. In addition, the Reach Out Campaign was launched - this campaign included the development and distribution of smart stickers that connected students and staff to the support services available at ANU.

Phase 3 was timed to coincide with the release of the National Student Safety Survey, in order for it to be informed by the results and ensure that the actions taken would be reasonable and address the issues identified. This Phase, now underway, will include the *Student Safety and Wellbeing Plan* which will support the further strengthening of ANU initiatives in education and prevention, reporting, disclosures and case management, and institutional response and reporting. The implementation of this Phase will take a whole of University approach, and we have commenced working towards achieving this.

Below, we respond in detail to the ‘further recommendations’ in the *Broken Promises Report*.

Broken Promises - Recommendations

1. Fulfilling the ‘One Stop Shop’ recommendation from the Rapid Context review and developing the RRU into a multi-pronged unit for understanding disclosures, reporting, and engaging in prevention.

The *Independent Assessment* welcomed the separation of responsibilities for prevention and response with the ANU. Operationally, the Respectful Relationships Unit (RRU), retains responsibility for work on the prevention, and the newly established Student Safety and Wellbeing Team (SSWT), are lead on responding to incidents when they regrettably occur. This alternate practice to the One Stop Shop approach ensures that both the RRU and SSWT are able to focus their resources on prevention and response while remaining connected under the management of the University Experience Division, which provides coordination.

Under this new team format the University is able to provide enhanced responses to reports and disclosures of sexual assault and sexual harassment through strengthened support and appropriately trained case managers who are integrated with the ANU Medical Clinic and Trauma Counselling. They are based in the clinical setting of the ANU Health and Wellbeing Centre gives survivors confidential and professional support. By bolstering our response to responding to sexual assault and sexual harassment through the Student Safety and Wellbeing Team, the RRU are able to focus on enhancing prevention activities and strategy.

The One Stop Shop approach previously recommended had been trialled and with further evidence, as well as the advice of the *Independent Assessment*, it is no longer considered the best approach.

2. A single, designated senior executive staff member who is both ultimately responsible for, and has relevant authority over, SASH service provision on campus.

Professor Ian Anderson AO, Deputy Vice Chancellor (Student and University Experience) is the single, designated senior executive staff member who has responsibility for the sexual assault and sexual harassment service provision on campus. Student leaders have an ongoing dialogue with the DVC (SUE) and in collaboration with the Deputy Vice-Chancellor (Academic); we will continue to ensure that student voices are being heard and acted on. Professor Anderson can be contacted on dvc.sue@anu.edu.au.

3. A Cultural Change Action Plan catered for addressing the drivers of sexual violence.

Cultural actions plans have been developed specifically for Residential Accommodation and we recognise that similar plans need to be developed across all of ANU. This is noted in the *Independent Assessment* and is incorporated into Phase 3 and the implementation by the end of 2023 of the *Student Safety and Wellbeing Plan*.

4. Publication of data relating to investigative outcomes in sexual misconduct cases that is de-identified and anonymous.

On March 2, 2022 the ANU released the first public report on Sexual Misconduct Reports and Disclosures. This report presented the data on formal reports of sexual misconduct for the years 2019, 2020 and 2021. The report also reported on the disclosures received for the period October 2019 – September 2020, and October 2020 – September 2021. The ANU acknowledges that this report was delayed and is committed to releasing this report annually. The University is broadly committed to transparency of data where it can be de-identified, and we have recently published data underpinning the University’s NSSS report, redacted only where sample size made identification of respondents possible.

5. The sheer number of recommendations coming out of numerous reports dictates the need for an oversight mechanism of the ANU’s SASH response.

The University is in the process of establishing a mechanism for ANU Council oversight of this work and to further develop equity, inclusion and safety at the ANU. This mechanism will include members of ANU Council, independent experts from outside the University and student representatives. Further detail will be released on this in the coming weeks.

Moving Forward

Importantly ANU needs to continue to reflect on what has not worked in the years since the release of the *Change the Course Report* and have the courage to innovate in a complex space as we look to implement the *Student Safety and Wellbeing Plan* throughout 2022 and 2023, and into the future. We seek the partnership of our students and wider community as we do so. A safe and respectful campus is not only a high priority, it is a shared responsibility: one that will be tackled by adequate resourcing, effective processes, and most importantly by cultural change, something we must all individually commit to.

As advised on Thursday 7 April 2022 the Director, University Experience will be engaging in consultation on the implementation of the *Student Safety and Wellbeing Plan* and we welcome and encourage your contribution to this next phase. Through the past months there have been almost weekly meetings with students on our plans as part of the SVPS taskforce. I'll note that the *Student Safety and Wellbeing Plan* has many components that students have been asking for. This could only have occurred because our student leaders have continually turned up and worked closely with our staff.

We look forward to continuing this work with you as we progress these important initiatives.

Kind regards



Ian Anderson AO
Deputy Vice-Chancellor, Student and University Experience