



**Australian  
National  
University**

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Dear ANUSA and ANU Womens Department,

I would like to start by acknowledging the work that has gone into this report. I would also like to share my appreciation to everyone who contributed to its creation with their own experience, those shared with them, and with their understanding of the work still to be done. I acknowledge there is still work ahead, but I am also proud of what has been achieved in this space so far to support students.

Change takes time and while we will not get there overnight, neither should we overlook what still needs to happen. Student safety and support is paramount to us, and integral for our University community to function. Over the past year, the ANU has worked to strengthen our commitment. This has been done through a three-phase plan designed to rebuild our capacity and embed the Sexual Violence Prevention Strategy. The third phase of this plan commenced with the release of the Student Safety and Wellbeing Plan and the release of National Student Safety Survey in March 2022.

Much of what has been raised in this report is work we will continue to address through the implementation of the Student Safety and Wellbeing Plan, this including:

- Engaging with the intersectional aspects of sexual assault and sexual harassment;
- Appropriate communication, training and resources to ensure student and staff awareness of processes and supports;
- Inclusion of a broad student voice representing a range of experiences, and ensuring those traditionally underrepresented are included and consulted with; and
- Enacting a trauma-based approach with the survivors at the centre, with a focus on safe-making and undertaking due process.

The Student Safety and Wellbeing Steering Group is tasked with the implementation of the Student Safety and Wellbeing Plan. The complete Student Safety and Wellbeing Plan was released on 26 July 2022 and can be found [here](#). The Student Safety and Wellbeing Plan addresses the recommendations of the *Follow Through ANU* report as follows:

**Recommendation 1: Engage with the intersectional aspects of sexual assault and sexual harassment (*Student Safety and Wellbeing Plan Streams 1-7*)**

The Student Safety and Wellbeing Action Plan has been developed as a dedicated plan that will support the further strengthening of the University's education and prevention, reporting, disclosures, case management, institutional response and reporting initiatives.

The Plan takes into consideration through its seven streams the diversity of experiences and intersectional aspects related to the prevention and response to sexual assault and sexual harassment.

An example of how this has been integrated into the prevention and response work at ANU is:

- RRU's *Understanding and Responding to Sexual Assault and Sexual Harassment* training includes information on intersectionality (*Stream 2*)
- Case management support for students involves a thorough assessment of all areas of the student's life and a case plan is developed to address the multiple and complex layers of identity of each individual. (*Stream 5*)

In addition to the work noted above, the Deputy Vice-Chancellor (Student and University Experience) has convened a Gender Equity Taskforce, with the purpose of developing a Gender Equity Strategy. This Taskforce comprising staff and student representation is currently developing a strategy to be released in 2023. This work aligns to stream 1 of the Plan, which is the implementation of recommendations released in the Independent Assessor's Report of the SVPS (Lyn Walker, 2022) in March 2022.

**Recommendation 2: Improve staff conditions (*Student Safety and Wellbeing Plan Streams 2, 4 and 5*)**

A number of streams aim to ensure staff are enabled and supported to provide effective and timely information and assistance to victim/survivors of sexual assault and sexual harassment. Activities include:

- Wider support and clinical supervision for staff (*Stream 2.2*)
- Specific training for student facing staff (*Stream 2.3*)
- Resource stabilisation and improvement in residential halls, including development of a specified annual education and training calendar for all residential staff (*Stream 4.4*)
- Overall residential reform and transformation project, where one of the agreed principles is to 'invest in our staff' (*Stream 4.5*)
- Hub and spoke models for Case Managers supporting staff in key student facing roles including academic and residential halls (*Stream 5.4*)

- Expansion of staffing in Student Safety and Wellbeing Team to include the appointments of additional case managers and a Nurse Practitioner with expertise in sexual health (*Stream 5.2 and 5.5*)

**Recommendation 3: Increase transparency and accountability (*Student Safety and Wellbeing Plan Stream 6*)**

The Student Safety and Wellbeing Committee of Council is being established and will have oversight of student safety and wellbeing matters, including the implementation of the Student Safety and Wellbeing Action Plan.

The Student Safety and Wellbeing Steering Group has been established and is tasked with driving the implementation of the Action Plan. The Steering Group meets monthly and has invited student representatives to attend these meetings and have direct input into the implementation of the Action Plan.

The Chief Residential Services and Operations Officer and Deputy Director, Residential Services and Operations have also commenced regular meetings with the Presidents of the Inter-hall Council to engage in transparent dialogue and to action key concerns.

The University has committed to the release of annualised data on sexual harassment. This report will be released at the beginning of the academic year. The first report was released in March 2022 and contained the data of the reports and disclosures received between 2019 and 2021.

**Recommendation 4: Clarify reporting, disclosure and support seeking processes (*Student Safety and Wellbeing Plan Streams 1, 3, 4, 5 and 7*)**

ANU continues to strive to improve disclosure, complaints and reporting information and support for victim/survivors of sexual assault and sexual harassment.

Actions include:

- Review of the Sexual Misconduct Policy (*Stream 1.1*)
- Developing new training available to students (both online and face to face) to increase awareness of consent, respectful relationships, support and complaint processes at ANU (*Stream 3.1 – 3.2*)
- First responder training (for front-facing student roles) (*Stream 4.1*)
- Introduction of new disclosure mechanisms for easier access to a Student Safety and Wellbeing Case Manager (*Stream 5.2*)
- Strengthen and document procedures for responding to victim/survivors and alleged perpetrators (*Stream 7.1*)
- Strengthen and document procedures related to Residence based disciplinary and well-being matters (*Stream 4.4*)

**Recommendation 5: Create a system that accommodates survivors (*Student Safety and Wellbeing Plan Streams 4, 5 and 7*)**

The Student Safety and Wellbeing Action Plan has been developed using trauma-informed and person-centred approaches to ensure the experiences of victim/survivors are at the centre of each achieved milestone.

- Staff wellbeing support and clinical supervision (to also cover students directly impacted or who support a disclosure or incident, i.e., Senior Residents or Community Coordinators) (*Stream 4.2*)
- Declaration of criminal activity during residential applications (*Stream 4.3*)
- Improve visibility of current processes for victim/survivors and create new collateral and promotion tools to explain the processes for victim/survivors (*Stream 7.1*).

**Recommendation 6: Actually listen to students (*Student Safety and Wellbeing Plan Streams 1 – 7*)**

The Student Safety and Wellbeing Action Plan takes into consideration the results of the NSSS and other student feedback on how the University can continue to improve on the prevention and response to sexual assault and sexual harassment. The University will establish a student forum to further promote opportunities for a student voice in decision making, and for representatives of ANUSA and PARSA to sit on the Student Safety and Wellbeing Steering Group.

There are also a variety of ways within the Residential Experience Division for students to be listened to, including the Presidents of the Inter-hall Council and individual student meetings with the Heads of Hall and Deputy Director, Residential Services and Operations when matters of concern are raised.

In the meantime, we note the recommendations regarding awareness of support services and processes. To this end, we are undertaking three immediate actions:

1. Reviewing the visibility of the [Sexual Harassment and Sexual Assault Response and Support](#) webpage in consultation with students to ensure the information is easily accessible and meets their needs;
2. Undertaking a campaign to promote support services and resources available at ANU and within the community that is delivered, based on student advice, through channels that students will actively engage with; and
3. Implementing bi-annual training for student leaders, including those within ANUSA, PARSA, residential halls, and clubs and societies, on available support and processes to ensure students are properly informed and up to date.

## Moving forward

In addition to the actions detailed above, we are currently in the process of engaging an external expert to undertake the annual review of the Sexual Violence Prevention Strategy. We expect that this review will be released in early 2023.

Training to support the understanding of sexual violence and to respond to disclosures continues to be undertaken by the University. This training is to ensure staff, especially in the Residences, are aware of the processes and supports available for students, providing them the confidence to support and refer students as required.

Training by the Respectful Relationships Unit and the Student Safety and Wellbeing Team on Understanding and Responding to Sexual Assault and Harassment has continued to be delivered with 486 students and staff attending in semester 1 2022. Feedback from attendees was overall positive with 80% of attendees strongly agreeing and 13% agreeing that attendance had increased their confidence to identify appropriate support services and protocols.

In closing, we recognise the value of advocates ensuring we meet the needs of our community. We have the same goals: keeping our community safe and supporting victim/survivors. This important work will continue and together we can foster a safer, supported community.

Kind Regards,



Professor Ian Anderson AO

Deputy Vice-Chancellor, Student and University Experience