



**LA TROBE**  
College Australia

# EDUCATE & COLLABORATE TO KEEP STUDENTS & STAFF SAFE

USHA RAO – DIRECTOR, STUDENT SERVICES

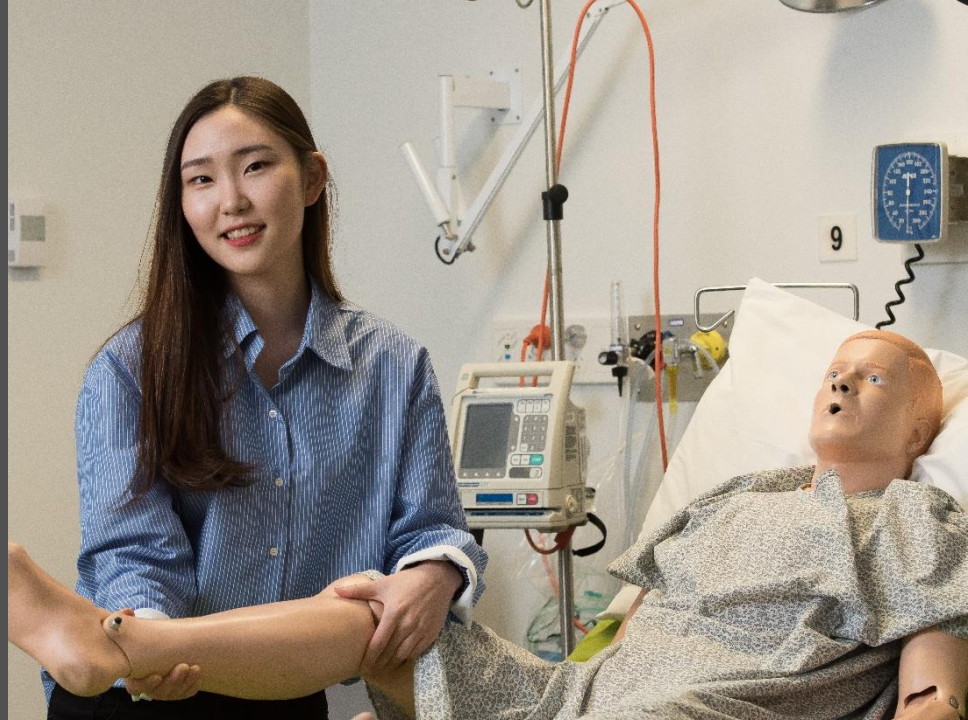
7<sup>th</sup> DECEMBER 2018



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# AUSTRALIAN HUMAN RIGHTS COMMISSION

“Change the Course: National  
Report on Sexual Assault and  
Sexual Harassment at Australian  
Universities”.



## 9 Recommendations by The Commission:

- 8 to Universities
- 1 to Residential Colleges & University Residences

## 6 Areas of Focus:

- ✓ Leadership and Governance
- ✓ Changing attitudes and behaviour
- ✓ Awareness of support
- ✓ Systematic review of responses and implementation of effective processes
- ✓ Monitoring and evaluation
- ✓ Address issues in residences

**Senator,  
the  
Honourable Simon Birmingham**

**TEQSA**

**Australian Higher Education Provider**



**to establish tertiary  
institutions**

**as**

**study and work place**

**of**

**safety and respect**



Tertiary institutions  
to do  
all that they could  
to prevent  
abuse from occurring.

# Institutions:

- to work with relevant agencies to support survivors of abuse
- to hold perpetrators to account

# In this presentation:

1. Response letter to TEQSA
2. Action plan to improve policies and processes related to this matter

# Response Letter to TEQSA

- To achieve the outcomes expected from the AHRC report, LTCA has made a 3 fold attempt

- working in collaboration with partner University
- working with LTCA's owner company
- drawing upon the resources of external agencies.

# Risk Management of Sexual Assault & Sexual Harassment

Focus of recommendations	Actions to be undertaken	Date of implementation	Person(s) responsible for implementation
1. Leadership and Governance	Fortnightly reminder to Directors, in meetings, of zero tolerance of sexual assault, harassment or bullying and how to identify and report these.	On-going	Director and Principal



<b>Focus of recommendations</b>	<b>Actions to be undertaken</b>	<b>Date of implementation</b>	<b>Person(s) responsible for implementation</b>
2. Changing attitudes and behaviour	<p>Promote zero tolerance to students in on-arrival orientation.</p> <p>Students are to complete on-line LTU's <i>Respect. Now. Always</i> program.</p> <p>Provide training to staff during professional development sessions.</p>	<p>Start of every term and semester.</p> <p>On arrival of new students</p> <p>On dedicated professional development and training days.</p>	<p>Director, Student Services</p> <p>Director, Student Services</p> <p>Academic Director Director of Studies</p>

<b>Focus of recommendations</b>	<b>Actions to be undertaken</b>	<b>Date of implementation</b>	<b>Person(s) responsible for implementation</b>
3. Awareness of support services and reporting avenues	<p>Increase signage, posters and flyers at Sylvia Walton Building on all floors, especially of LTU's <i>Respect. Now. Always</i> and <i>Speak Up</i>.</p> <p>Promote Navitas' online incident reporting system</p>	<p>On-going</p> <p>In regular staff meetings</p>	<p>Director, Student Services</p> <p>Compliance Manager</p>

<b>Focus of recommendations</b>	<b>Actions to be undertaken</b>	<b>Date of implementation</b>	<b>Person(s) responsible for implementation</b>
4. Institutional processes for responding to sexual assault and sexual harassment	EAP to be promoted regularly to all staff.  LTU Counselling and <i>Speak Up</i> to deliver sessions in staff meetings	Monthly meetings  Term and semester meetings	All Directors  All Directors

<b>Focus of recommendations</b>	<b>Actions to be undertaken</b>	<b>Date of implementation</b>	<b>Person(s) responsible for implementation</b>
5. Monitoring and evaluation (audit of current counselling services and progress report on efficacy of measures and initiatives put in place)	Regular review of policies and procedures as well as complaints handling measures and incident reporting	Every 6 months	Compliance Manager

<b>Focus of recommendations</b>	<b>Actions to be undertaken</b>	<b>Date of implementation</b>	<b>Person(s) responsible for implementation</b>
6. Residential colleges and university residences	Regular meetings with LTU Accommodation Services (and AHN) with this topic a regular item on the agenda	Once a month	Accommodation Coordinator





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**Thank you**

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