

Sexual Harm Prevention and Response Action Plan - Update

Plan	2023-202 Sexual Harm Prevention & Response Action Plan
Date	November 2023
2023 Delivery Highlights	<ul style="list-style-type: none"> • Operationalising the Sexual Harm Prevention and Response Action Plan including establishment of an Implementation Group. • Leading contributions to the development of the Universities Australia Primary Prevention of Sexual Harm – Good Practice Guide and the associated Universities Australia Community of Practice Event held nationally in July 2023. • Review and re-design of La Trobe’s Respectful Behaviour and Culture Module. Commencing students will be automatically enrolled into the module which will appear on their academic transcript from 2024. • Delivery of modules and face to face training addressing the gender-based drivers of sexual harm and reporting options to over 4500 students and 300 staff. • Delivery of La Trobe’s Sexual Harm Prevention and Early Intervention Training Program including: <ul style="list-style-type: none"> ○ Gender Equality and Bystander Intervention Program (quarterly to staff) ○ Responding to Disclosure of Sexual Harm, Discrimination and Bullying (monthly to staff and student leaders) ○ LGBTQIA+ SB Ally Program (quarterly to staff and students) ○ Tomorrow Man Healthy Masculinity Workshops (bi-annually to students who identify as men) ○ Respectful Relationships and Bystander Intervention (annually to residential students) ○ Flip the Script with EAAA (evidenced based feminist sexual coercion resistance and self-defence workshops for students who identify as women delivered quarterly to residential students). • Development of the ‘Communicating for Impact’ Program including: <ul style="list-style-type: none"> ○ Semester based communications targeting staff and students detailing rights, responsibilities, reporting and support information and increasing awareness of gender-based drivers of violence. ○ Design of a three-phase public health social marketing campaign aiming to: <ul style="list-style-type: none"> ○ challenging gender-based drivers of violence ○ increasing trust in reporting and disclosure options ○ Build personal skills in seeking and understanding consent. ○ A comprehensive evidenced based Bystander Intervention communications campaign targeting staff and students that have

	<p>attended Bystander Intervention training using an area-based approach.</p> <ul style="list-style-type: none"> • Leading the 'Women's Empowerment and Safety through Education and Action Evaluation Partnership' (WEACT), examining the Australian based implementation of the 'Flip the Script with EAAA' Program in partnership with Monash and ANU. • Establishing Safer Community as the central point for staff and student reports of inappropriate behaviour, including sexual harm. • Expanding vicarious trauma support to staff including an online module, intranet resources and face to face training. • Commencing projects enhancing La Trobe's prevention infrastructure and structures including: <ul style="list-style-type: none"> ○ Reviewing La Trobe's placements program, including safety and pre-placement information needs. ○ Building help and support information into the Learner Management System (LMS) template for all new units. ○ Using the physiotherapy masters review to pilot how La Trobe will build gender equality content into curriculum. • Developing an the La Trobe Respect Academic Community of Practice to support development of resources that address classroom management and respectful behaviour in the classroom. • Review of La Trobe's Sexual Harm Prevention & Response and Family Violence Policies. • Delivery of 'Respect at Uni Week' in collaboration with the Victorian Tertiary Primary Prevention Network. • Development of staff and student communications marking 'Are you Safe at Home Day', 'Pride Week' (with the theme being 'Visible Against Violence') and a 'Respect Is' photography competition to be exhibited during 16 days of activism against gender-based violence.
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Reporting Against the Plan

The below progress has been made against La Trobe's Sexual Harm Prevention and Response Action Plan:

Action no.	Action	Description	Timeframe	Q3 Update	Delivery Status
1.	Enhanced Assess Act Acknowledge (EAAA) – Flip the Script	Mandatory participation for all women 18-24 in all their diversities who are residing at Living at La Trobe.	Commencing 2023 and ongoing	<p>EAAA roll out has concluded for 2024.</p> <p>A total of 46 students completed the program in 2023. Even with this limited reach, the evidence suggests that EAAA significantly reduces the risk of attempted and completed rape by up to 60%.</p> <p>Please note that following advice received from the creator of the EAAA Dr Charlene Senn, a decision was</p>	On-track

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				made not to make this training mandatory. There was also a focus on the residential space with the majority of attendees being residential leaders.	
2.	Gender Equality and Bystander Intervention Program (Staff) & Respectful Relationships and Bystander Intervention (Students)	Mandatory participation for all male identifying students 18-24 residing at Living at Latrobe. Staff and students trained to understand and consider options that allow them to take action as bystanders when they witness gender inequality.	Commencing 2023 and ongoing	59 Residential Leaders completed an orientation training session on respectful behaviour and culture, which included responding to disclosures and bystander content. The Respectful Relationships and Bystander Intervention Program targeting male students is being rolled out in Q4. Targeted workshops for Menzies students have run and will contribute to communications and culture change initiatives planned for 2024. In Q3 3 Gender Equality and Bystander Intervention training sessions for staff have been delivered to 36 staff.	On-track
3.	Scaffolding Responding to Disclosure of Sexual Harm Training	Embedding Responding to Disclosures of Sexual Harm training within the compulsory staff training suite	By December 2023	Monthly intakes of Responding to Disclosures of Sexual Harm, Discrimination and Bullying have been offered to staff in 2023. Residential Student Leaders completed the Responding to Disclosures Training as part of their Leaders training in February 2023.	Training for all frontline staff will be rolled out across 2024
4.	Respectful Behaviour and Culture Learner	Update and roll out the mandatory Respectful Behaviour	Feb 2024	The Respectful Behaviour and Culture Module has been rolled out to students in semester 1 and 2. There have	On track

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	Management System (LMS) Student Module	and Culture module to all students and staff.		<p>been 4118 successful completions of this module to date in 2023.</p> <p>The project to ensure Respectful Behaviour and Culture LMS sits alongside Academic Integrity as a compulsory student module for Semester 1 2024 is underway.</p>	
5.	LGBTIQA+ SB Respectful Relationships Training for residential students	Develop a safe and inclusive education program specifically designed for our LGBTIQA+ SB residential students away from a heteronormative framework and taking into consideration the hetero-sexism they may experience.	By June 2024	Consultation for the LGBTIQA+ SB respectful relationships module is underway.	On track
6.	Tomorrow Man	Roll out of Tomorrow Man program, with mandatory participation for all men and men-identifying student residents.	2023 and ongoing	<p>Three sessions have been completed in 2023. It was compulsory for all male student leaders as part of their leaders training in January 2023. Further sessions were run in Bundoora and Bendigo.</p> <p>Review and evaluation currently underway- to be delivered by December 2023.</p>	On track
7.	Aboriginal and Torres Strait Islander students and staff	The University to consult relevant stakeholders and practitioners in tailoring a specific for	By June 2024	Not commenced – Planning to commence in January 2024.	Planned

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	Bystander Program	our Aboriginal and Torres Strait Islander students and staff.			
8.	Senior leadership briefing sessions	Roll out senior leader gender-based violence sexual harm briefing and education sessions using existing best practice models.	By June 2024	Not commenced – Planning to commence in January 2024.	Planned
9.	Evaluation of EAAA	Evaluate the EAAA program led by the Women's Empowerment and Safety through Education and Action (WEACT) team	By July 2024	The evaluation team have received 100 responses to the survey to date and progress is on track for delivery by July 2024.	On Track
10.	Prevention in clubs and societies	Work with clubs and societies to build prevention capacity and develop a toolkit for preventing, safeguarding, and responding to sexual harm.	By July 2024.	Planning is underway. An initial Stakeholder engagement meeting has been conducted. A scoping review of current practices to be completed by December 2023.	On track
11.	Targeted initiatives and support	Develop and implement targeted initiatives and programs to support LGBTIQ+, Indigenous	By December 2024		Planned

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		communities and people living with disabilities.			
12.	Co-design and Consultation	<p>Work in partnership with students and staff on the co-design, consultation and feedback of initiatives and actions.</p> <p>Offer primary prevention internships or other opportunities to public health and other students from relevant academic areas.</p>	Ongoing	Health Promotion and Communications Placement Students will commence over summer semester 2023/24 to support development of the 'Communicating for Impact' program.	On track
13.	Whole of University campaign	In collaboration with students and stakeholders, develop a whole University campaign to prevent sexual harm and improve student and staff knowledge of	By December 2023	<p>'Communicating for Impact' Program has been developed.</p> <p>The focus of 2023 has been broad communications addressing the drivers of gender-based violence and student awareness of reporting and support services.</p> <p>In 2024 a Social Marketing Campaign supporting health masculinity will be delivered. An external consultant has been engaged to support the development and delivery of this evidenced-based, whole-of-institution social</p>	On- track

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		support services and reporting pathways.		<p>marketing campaign. Concepts have been developed and focus groups are underway.</p> <p><u>Awareness Campaigns/Events:</u></p> <p>Pride Week was held in August 2023 with the theme being 'Visible Against Violence'. This highlighted the need to address high rates of hetero-sexism and gender-based violence in the queer community. Staff and student communications were created as well as speeches, flag raising ceremonies and a Pride march which highlighted theme.</p> <p>Are you Safe at Home posters have been created and distribution finalized in Q3.</p> <p>16 Days of Activism planning is underway for Nov 25 – Dec 10.</p>	
14.	Creating safe spaces	Create safe spaces for LGBTIQ+ students, staff and those living with a disability, and improve awareness of safe spaces currently available.	By December 2024	Review of Safe Spaces has been commenced and work to improve these spaces will commence in 2024.	Planned
15.	Staff disclosure and reporting pathway	Review and align staff reporting and disclosure mechanisms for sexual harm, gender-	By July 2023	Safer Community for Staff service has been developed and was launched in June 2023	Complete

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		<p>based violence and problem behaviours with Safer Community.</p> <p>Ensure staff have an option to provide anonymous feedback on the reporting systems and processes at La Trobe.</p>			
16.	Staff sexual harm support	<p>Ensure that the Staff Wellbeing Connect team is equipped to provide trauma-informed and compassionate support to staff.</p> <p>Develop a staff wellbeing system that ensures staff addressing the issue of sexual harm are supported and the risk of vicarious trauma minimised.</p>	By December 2023	<p>Staff Wellbeing Connect Service has been established and provides support and referral for staff impacted by sexual harm.</p> <p>Vicarious Trauma Training for staff has been developed and launched including an online module, intranet page including information and resources and face to face training.</p>	Complete
17.	Resources for curriculum	Develop and make available resources so that teaching staff	2023-2025	Agreement reached with Head of Department Physiotherapy, Podiatry, Prosthetics and Orthotics to consider how gender-based violence prevention content	On track

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		may incorporate them into the curriculum where relevant and appropriate.		can be embedded into Masters level physiotherapy curriculum. Additionally, mapping is occurring across the Bachelor of Health Sciences.	
18.	Higher degree by research supervisor training	Review and embed respectful supervisor training as part of research supervisors' ongoing professional development and training.	2023-2025	A supervisor training package was developed and reviewed annually from 2019-2022 by La Trobe Graduate Research School in accordance with Australian Graduate Research Council requirements and Universities Australia Respectful Supervisory Relationships Principles. This training will be reviewed in 2024. Consideration will be given to the development of HDR student specific content.	On track
19.	Classroom support resources	Update LMS templates and other learning-related resources such as slide packs, to ensure appropriate information on respectful behaviour, rights and responsibilities, reporting and support services is readily available to students, and academics feel	By December 2024	3 Academic 'Respect' Community of Practice (CoP) Sessions have been delivered. The purpose of CoP is to develop resources and innovative ways to support academics to address and prevent disrespectful behaviour in the classroom. Conversations underway with La Trobe Ed Tech regarding embedding a help and support guide (tile) within the LMS template.	On track

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		supported to address issues of disrespect.			
20.	Placements, study abroad and excursions	Strengthen placement, study abroad and excursion practices, and provide accurate support information to ensure students and staff have access to support services and are clear on reporting pathways.	By July 2024	<p>Agreement reached with the La Trobe Placements Team to embed Sexual Harm, Mental Health and Support information into broader university placements review.</p> <p>Development of general placements mental health, rights and responsibilities training package underway for all students going on placement.</p> <p>Numerous bespoke pre-placement sessions have also been delivered in 2023.</p>	On track
22.	Address sexual harm Prevention legislation Positive duty requirements	Map and formalise positive duty requirements by team in reference to Respect@Work and Work Safe frameworks.	November 2023	<p>Continually improving how La Trobe meets it's Positive Duty to prevent gendered violence and sexual harassment will occur though embedding gendered violence risk management processes into La Trobe's Health Safety Management Plans and psychosocial risk management guide.</p> <p>Further updates to the Sexual Harm Prevention and Response Policy will be incorporated.</p>	Behind schedule but underway.
23.	Sexual harm and family violence risk assessment and minimisation	Undertake an audit of sexual harm risk across the institution by work area and identify any additional risk,	By December 2023	A preliminary review of the family violence policy has occurred with minor updates. A second stage review will be undertaken in 2024.	Behind schedule but underway.

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		embedding risk management and minimisation actions into existing WHS documents and procedures.			
24.	HR systems and processes	Undertake an audit of HR systems, processes and documents to determine additional opportunities to build a culture of respect and hold managers to account for respectful workplace culture.	By December 2025	Human Resources' systems, processes and documents have been reviewed against sexual harm prevention and response and respect criteria.	Planned
25.	Manager KPIs	All senior leadership roles to have a sexual harm prevention and response KPI embedded in their position.	By December 2025	Not commenced	Planned

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26.	Women's Sport and Fitness Facilities	Investigate the creation of a women-only gym hour/section in our gyms and sporting facilities.	By July 2024	La Trobe Sport have delivered women's only session to faith-based community members and reviewed rostering and other systems to ensure these groups can be run safely. Further roll out and staff training is planned for 2024.	On-track
27.	Alert/duress systems	Investigate the feasibility of an alert/duress system for students and staff to use when they feel unsafe. This system may include online feedback and reporting mechanism about geographical locations of concern or infrastructural concerns.	By July 2024	The current alert system for students and staff feeling unsafe on campus is to dial the La Trobe Emergency number 03 9479 2222. This is answered 24 7 365 by trained security team members. These team members then deploy campus security patrols where necessary. Infrastructure and Operations (I&O) is currently investing in an app for UniSafe, our night security escort service, as a priority. This app will be trialled in 2024 and tracks both the requestor and the UniSafe transport vehicle. Online feedback and reporting about geographical locations of concerns or infrastructural concerns is available by contacting I&O https://www.latrobe.edu.au/io/contacts . Staff can raise the concern via Archibus whereas students need to email or telephone.	On track
28.	Gender-neutral toilets	To strengthen the safety of our gender-neutral toilets, the University will investigate best practice designs for	By July 2025	Map of gender-neutral bathrooms being developed and will be included in new staff resources.	On track

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		gender-neutral toilets (for example, stalls with floor-to-ceiling partitions and doors) and consider the feasibility of rolling out these best practices on all our campuses.			
29.	Lighting and CCTV facilities	The University will conduct twice-yearly audits to ensure that the lighting and CCTV facilities are adequate and to create regular investments in these infrastructures. In addition, the University shall establish a feedback and reporting mechanism for students and staff to report inadequate or faulty lighting.	Completed and now moved to BAU	External lighting and CCTV is checked monthly. This is undertaken by Security.	On track
30.	Elements of design for safety	Incorporating the element of designing for safety in all University	By January 2026	Safety in Design is already a legislative requirement for the design consultant teams the University engages.	On track

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		infrastructure projects to ensure that spaces are designed to reflect the safety needs of our communities.		I&O staff who are involved in design are already aware of safety design requirements. Consideration will be given to additional universal design and inclusion requirements.	
31.	Monitoring, evaluation and learning (MEL) framework	Development of a best practice evaluation framework and associated measurement tools.	By December 2023	Partnership established with Department of Public Health and Respectful Communities team to develop a MEL framework. Draft of the framework established and undergoing review. Business case has been submitted for development of a MEL position to support quality evaluation and contributions to the sectorial evidence base.	Behind schedule but underway.
32.	Quality data	Map and connect sexual harm data collection and reporting requirements to the La Trobe Gender Equality Action Plan and Gender Impact Assessment processes.	By July 2023	Sexual harm data requirements have been embedded into the Gender Equality Action Plan gender audit survey tool. Additionally mapping of data needs will be incorporated into MEL framework noted above.	Behind schedule but underway.
33.	External reporting	Develop and disseminate an annual externally facing sexual harm	Annually	Student Conduct and Investigations and Strategy, Prevention and Education have developed a reporting	On track

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		prevention and response report which includes de-identified case studies and progress made.		framework. 2023 sexual harm data will be publicly reported in 2024.	