

---

## Senior Executive Group

---

Report Title	Sexual Harm Prevention & Response Action Plan Mid-Year Update 2024
Prepared by	Cuong La, Team Leader, Respectful Communities
Reviewed by <sup>1</sup>	Professor Jessica Vanderlelie, Deputy Vice-Chancellor (Academic)
Date	3 October 2024

### 1. DECISION REQUIRED

---

Senior Executive Group is invited to:

- **Note the progress made in quarter 1 and 2 of 2024 for the Sexual Harm Prevention and Response Action Plan**
- **Endorse** the proposed external facing Sexual Harm Prevention and Response Action Plan 2023 Annual Report.

### 2. SUMMARY

---

In 2023, La Trobe University launched the Sexual Harm Prevention and Response Action Plan 2023-2026 ('the plan'), acknowledging the profound impact of sexual harm on students. This comprehensive strategy aims to address the root causes of sexual harm, heighten awareness of reporting channels, and ensure the appropriate documentation of incidents.

To maintain accountability and sustain senior attention to this critical issue, the Academic Portfolio committed to providing bi-annual implementation updates to the Senior Executive Group. The annexed implementation report outlines progress made so far in 2024.

The annexed draft Sexual Harm Prevention and Response Action Plan 2023 Annual Report, is the University's formal external publication detailing incidences of sexual harm and action taken to prevent/address this.

The plan represents a cross-institutional approach to minimising sexual harm, with leadership provided by the Health, Wellbeing and Inclusion Division.

For 2024, the Respectful Communities team has prioritised and commenced delivering 14 key actions across five strategic areas. In **Training and Professional Development**, initiatives include continued delivery of sexual assault resistance training, a new Gender Equality and Bystander Intervention Program, and compulsory training on responding to disclosures of sexual harm. In **University Life**, efforts focus on student co-design programs and a comprehensive social marketing campaign. The **Safe Learning Environment** area sees the integration of gender-based violence prevention into various curriculums and support for classroom resources. Enhancements to **Safe Campus Environment** include incorporating gendered violence measures into OHS systems. Finally, **Evaluation & Reporting** focuses on operationalizing a monitoring framework, aligning data collection with gender equality processes, and sharing progress externally.

**Signature Achievements Include:**

1. **Campaign Launch and Awareness:**

- **Safe and Respected Campaign:** Launched during Orientation Week, this campaign raised awareness about sexual harm and support services, reaching over 29,000 students through newsletters, 2233 posters, and multiple articles. This campaign has met awareness targets set as part of the Academic Portfolio business planning process, enabling increased awareness of +4.6% of support services, when compared to 2023.

2. **Extensive Training Programs:**

- **Educational Modules:** Over 4,200 students and 99 staff completed training on topics like gender equality, bystander intervention, and responding to disclosures. Key programs included "Tomorrow Man" workshops and the "Flip the Script" Enhanced Assess, Acknowledge, & Act(EAAA) program, empowering women against sexual coercion and assault.

3. **Student Partnership Program:**

- **Engaging Student Voices:** Eight students from diverse backgrounds were recruited to provide insights and feedback on integrating critical resources for sexual harm prevention and mental health support during placements. Their contributions ensure student needs are effectively addressed.

4. **Data Monitoring and Incident Management:**

- **Incident Reporting:** Safer Community and Student Conduct received 7 reports of sexual harm in Q1 2024, a 16.7% increase from Q1 2023. Incidents were managed with support and disciplinary actions, maintaining a safe environment and demonstrating the university's commitment to addressing sexual harm.

5. **Strategic Collaboration:**

- **External Partnerships:** Active collaboration with networks such as the Victorian Tertiary Primary Prevention Network and the Building a Respectful Community Partnership enhanced the university's efforts in gender-based violence prevention and aligned with regional initiatives.

These efforts illustrate La Trobe University's dedication to fostering a safe, inclusive, and supportive environment, addressing the root causes of sexual harm,

---

<sup>1</sup> All papers must be reviewed by a SEG member.

and promoting a culture of respect and accountability.

### 3. QUARTERS 1 AND 2 2024 SEXUAL HARM DATA

---

For Q1 and Q2 2024, Safer Community and Student Conduct received a total of 17 incidents (Q1=7, Q2=10) categorised as Sexual Harm (inclusive of Sexual Harassment, Sexual Assault, and Sexual Assault – Historic). This is a 16.7% increase over Q1 2023 (n=6) and a 100% increase over Q2 2023 (n=5).

Of 2024's reported incidents of Sexual Harm, 12 were categorised as Sexual Harassment, 4 as Sexual Assault, and 1 as Sexual Assault – Historic.

Incident management included:

- Matter referred to HR for further investigation. Staff received disciplinary conversation from senior staff.
- Safer Community and HWI support provided to student, while guided by VicPol investigation into matter (e.g. actioning of IVO).
- Safer Community investigation and disciplinary outcome, reminder of behavioural expectations, and accommodation probation.
- Affected student provided Safer Community, HWI, and legal support.
- Safer Community and HWI support provided to affected student. Affected student consented to formal investigation. Matter referred to General Misconduct, respondent student removed from accommodation for safety management under OH&S obligations.
- Affected student provided Safer Community and HWI support. Affected student has requested confidentiality and has not consented to formal investigation.
- Intervention from University security and Victoria Police resulted in removal of respondent student and ongoing investigation. Safer Community and HWI support provided to affected students.
- Safety planning and wellbeing support provided.
- No contact directions given and directed to complete Respectful Behaviours training modules.

### 4. REPORT

---

#### 4.1. HIGHLIGHTS

#### Develop and roll out the *Safe and Respected at La Trobe* Campaign (Plan action 13)

The *Safe and Respected at La Trobe* campaign was meticulously crafted to raise awareness about sexual harm and available support services for both staff and students. Extensive consultations with student representatives, stakeholders, and sexual harm prevention experts ensured a comprehensive and inclusive approach.

##### Core Elements:

- **14 Curated Messages:** Addressed various aspects of sexual harm, aimed at instilling trust, supporting survivors, and reaffirming the university's stance against such behaviours.
- **Launch and Duration:** Started during orientation week on February 26, 2024, spanning a 10-week period.
- **Multi-faceted Approach:** Employed physical posters, articles, and social media platforms to disseminate vital messages.

##### Reach and Engagement:

- **Physical Posters:** 2233 posters strategically positioned across campuses.
- **Published Articles:** 5 articles on platforms including DVCA and VC messages.
- **Newsletter Impact:** The MYLT newsletter alone reached 29,000 students.

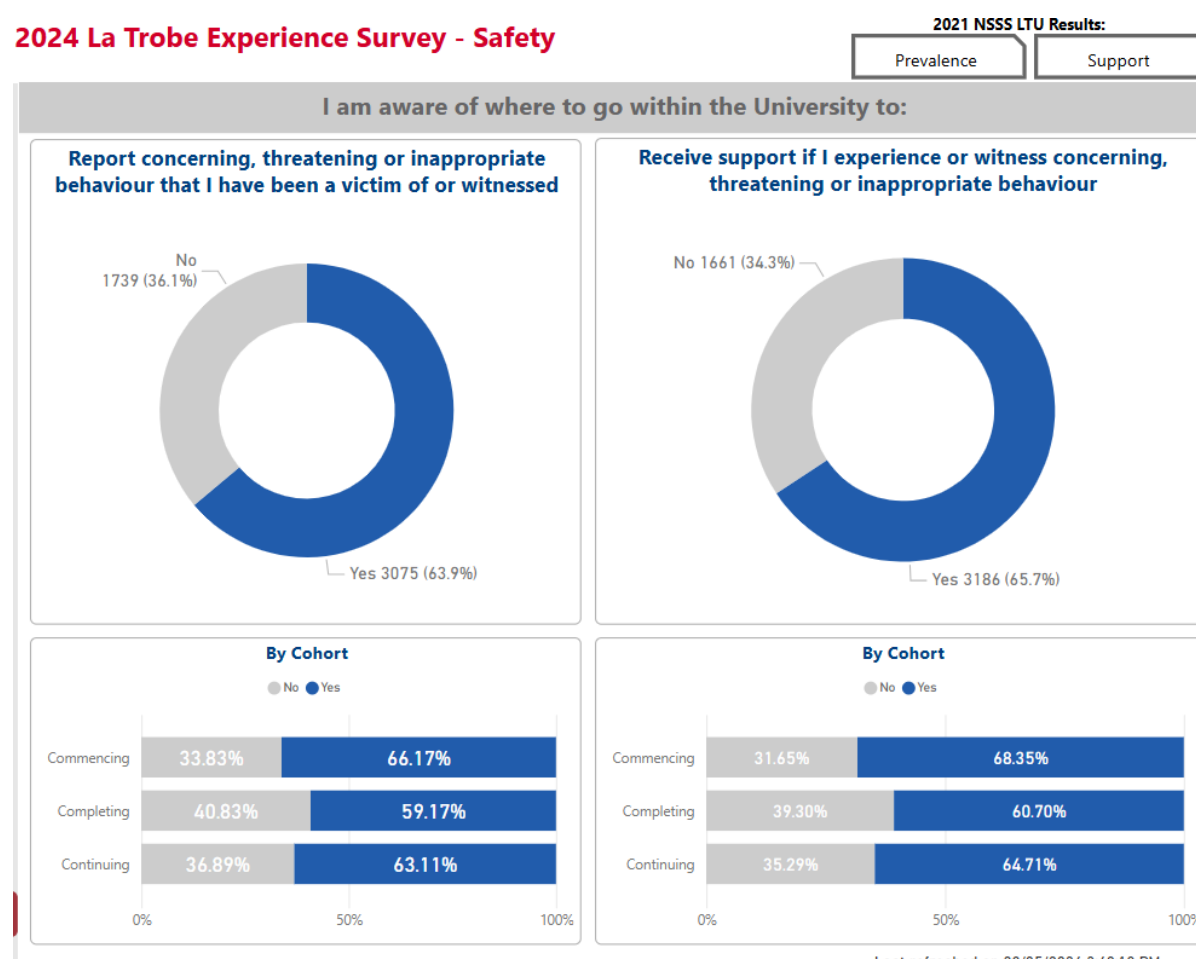
##### Evaluation and Outcomes:

- **Incident Reporting:** 60% increase in reporting sexual harm incidents to Safer Community compared to the same period in 2023.
- **Campaign Awareness:** 93% prompted awareness and 86% unprompted awareness among students.
- **Actions Taken:** 79% of respondents took action in direct response to the campaign, with 36% engaging in active behaviours.
- **Perception of Effectiveness:** 93% agreed that the campaign effectively communicated La Trobe University's commitment to student safety.

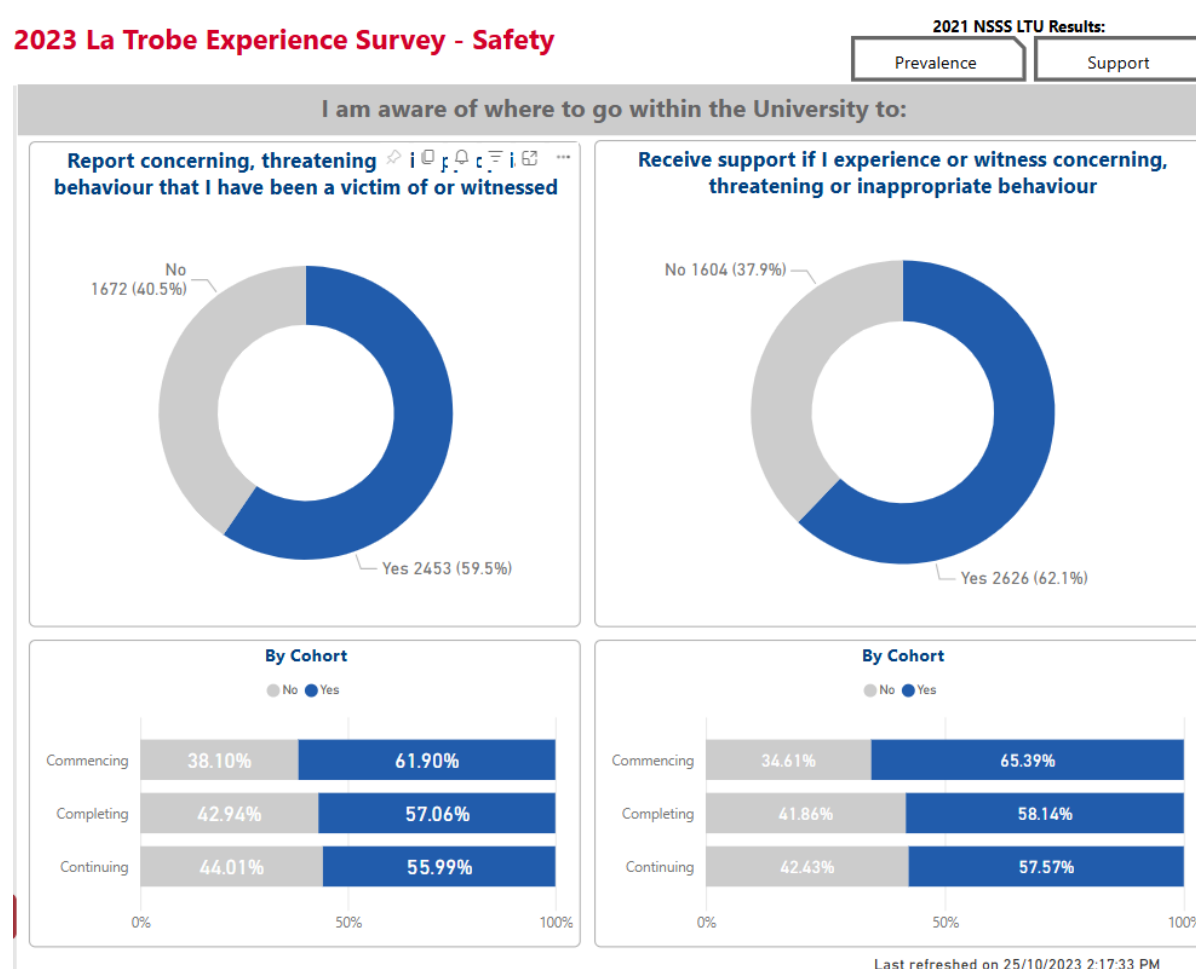
**Summary:** The *Safe and Respected at La Trobe* campaign exemplifies the university's unwavering commitment to creating a safe, inclusive, and supportive environment. Through its comprehensive approach and strategic message dissemination, the campaign has raised awareness, sparked meaningful dialogue, and encouraged action toward preventing sexual harm and supporting survivors.

These results from the campaign evaluation align with the positive trends observed in the La Trobe Experience Survey regarding student safety awareness. In 2024, 63.9% of respondents indicated they knew where to report concerning, threatening, or inappropriate behaviour they had witnessed or been a victim of, compared to 59.5% in 2023. Additionally, 65.7% of respondents were aware of where to receive support for such experiences in 2024, up from 62.1% in 2023. These improvements suggest that the university's efforts, including the safety campaign, are successfully increasing student awareness and access to support resources. The La Trobe Experience Survey, which consolidates multiple previous surveys and covers a broad range of student experiences, provides comprehensive feedback that informs strategic interventions and enhances the student experience, inclusive of safety.

## 2024 La Trobe Experience Survey - Safety



## 2023 La Trobe Experience Survey - Safety



### Delivery of training (Plan actions 1, 2, 3 and 4)

In the first six months of 2024, La Trobe University has continued its commitment to addressing sexual harm through a variety of educational and preventative training modules. These include:

- Gender Equality and Bystander Intervention Staff Program
- Responding to Disclosure of Sexual Harm, Discrimination, and Bullying
- LGBTQIA+ SB Ally Program
- “Tomorrow Man” Workshops for Male Students
- Respectful Relationships and Bystander Intervention
- Flip the Script with EAAA – Empowering Young Women Against Sexual Coercion and Assault

So far in 2024, over 4200 students and 99 staff have completed training aimed at preventing sexual harassment and assault and promoting awareness of reporting mechanisms. Additionally, the evaluation of the EAAA program is at the final stage of completion, pending a final report from the WEACT team.

The university has actively collaborated with external networks that include the Victorian Tertiary Primary Prevention Network, Respect at Uni, Learning and Development and Data Collection working groups and the Building a Respectful Community Partnership. The partnership has enhanced the promotion of alignment and collaboration on prevention of gender-based violence in the Northern Metropolitan Region.

Events, campaigns, and communications were focused on raising awareness about sexual harm, increasing trust in La Trobe's support services, and improving

knowledge of reporting and accessing support. Key initiatives included the Safe and Respected campaign launched during Orientation Week and the cross-Victorian Respect at Uni Week, promoting respect, equality, and inclusion. Communications informed students about the new mandatory RPC module and upcoming training dates for Respect, Ally, and EAAA programs.

#### **Establishment of a Student Partner Program (Action 20)**

Eight carefully selected students from diverse academic backgrounds have been enlisted to provide crucial insights on integrating vital information and resources for students during placements, focusing on sexual harm, mental health, and support access. Their roles include serving as paid Student Partners, providing feedback and testing project ideas; offering perspectives as a Reference Group through activities like focus groups and consultations; and contributing to targeted projects in teams to advance stream objectives. Leveraging their expertise ensures our efforts are informed and effective in addressing student needs.

#### **Monitoring and Evaluation (Action 31 and 32)**

A new role, Senior Coordinator Monitoring, Evaluation and Learning (0.6 EFT) was recruited to operationalise the monitoring, evaluation and learning (MEL) framework for the SHPR AP (Action Plan # 31 and 32).

A reporting framework has been developed that includes progress indicators and evaluation tools that will enable reporting against the MEL framework.

#### **External Reporting (Action 33)**

A draft public facing report has been developed and is attached.

#### **4.2. DELIVERABLE UPDATES:**

In the first quarter of 2024, significant progress has been made against the plan including:

- **20 actions are progressing and on track** (see annex 1 for tracking)

After a process of review and resource consideration **the following activities have been delayed:**

- ⇒ Action 5: LGBTIQA+ Respectful Relationships Training for Identifying Residential Students (delayed for 2025 delivery)
- ⇒ Action 7: Tailoring a specific Bystander Program for our Aboriginal and Torres Strait Islander students and staff (delayed for 2025 delivery)
- ⇒ Action 10: Prevention in Clubs and societies (delayed for Dec 2024 delivery)
- ⇒ Action 11: Targeted initiatives and support (delayed for further scoping)
- ⇒ Action 20: Placements, study abroad and excursions (study abroad component delayed for 2025 delivery).
- ⇒ Action 23: Sexual harm and family violence risk assessment and minimization (underway however delay to family violence policy review until Dec 2024)

#### **4.3. 2024 PRIORITIES:**

For 2024, the Respectful Communities team have prioritised and commenced delivering 14 key actions across the five plan action areas:

#### **Action Area 1: Deliverables: Training and Professional Development**

1. Continued delivery of Flip the Script with EAAA sexual assault resistance training for students.
2. Implementation the Gender Equality and Bystander Intervention Program for Staff and targeting men residential students.
3. Embed a compulsory Responding to Disclosure of Sexual Harm Training into the compliance suit for all staff and continue delivering responding to disclosures training for key identified staff.
4. Further work on the administration of the compulsory Respectful Behaviour and Culture Student Module in partnership with student administration.
5. Develop and implement Senior Leadership briefing sessions addressing OHS positive duty and other legislative requirements.

#### **Action Area 2: University Life**

6. Establish a Student Co-Design and Partnership Program, including student placements, reference group and paid student partners.
7. Delivered a Whole-of-University Social Marketing Campaign and commenced planning for additional social marketing initiatives.

#### **Action Area 3: Safe Learning Environment**

8. Established a partnership with OurWatch to pilot the embedding of gender-based violence prevention content into physiotherapy, social work, public health and early education curriculum.
9. Continuing to support the academic 'RESPECT' community of practice to develop and provide classroom support resources.
10. Continue working with the La Trobe Placements Review Project to ensure placement students receive consistent and necessary prevention and response information.
11. Further develop the Living at La Trobe RESPECT program.

#### **Action Area 4: Safe Campus Environment**

5. Work with the Health and Safety team to ensure La Trobe incorporates gendered violence hazard, risk and control measures into OHS systems in alignment with Positive Duty requirements.

#### **Action Area 5: Evaluation & Reporting**

12. Continue operationalisation of the monitoring, evaluation, and learning framework across projects.

13. Map and connect Sexual Harm Prevention and Response Action Plan (SHPRAP) data collection and reporting requirements to Gender Equality Plan and Gender Inclusive Audit (GIA) processes.
14. Disseminate SHPRAP progress and response data externally.

## **5. ANNEXES**

---

- 1) 2024 Action Plan tracking
- 2) 2023 Sexual Harm Prevention and Response Action Plan – Draft Annual Report

## Annex 1: 2024 SHPR AP Tracking

---

### Senior Executive Group

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
<b>Training and Professional Development</b>							
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.	Running in S1 2024	Initial focus for all female student leaders to complete the EAAA training Further roll out to all residential and non-residential students.	Health, Wellbeing and Inclusion	<p>3 EAAA intakes were scheduled for Semester 1, 2024 (for approx. 60 students) however due to low attendance we have not reached this target. 4 students have completed EAAA in Semester 1 with one further intake scheduled.</p> <p>Please note that following advice received from the creator of the EAAA Dr Charlene Senn, a</p>	On-track with risks.

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
						decision was made not to make this training mandatory.	
2.	Gender Equality and Bystander Intervention Program	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.	All Male Leaders – First-year residential students –	Initial focus for all male student leaders to complete the Bystander Intervention training in 2024. Further roll out to all first-year students residential in second half of 2024.	Health, Wellbeing and Inclusion	50 Residential Leaders (40% are male leaders) completed an orientation training session on respectful behaviour and culture.  Additional residential students will receive this training in semester 2.  Bystander training for staff sessions have been delivered. 52 staff have completed Bystander training in Semester 1.	On track
3.	Scaffolding Responding to Disclosure of Sexual Harm Training	Auditing and embedding Responding to Disclosures of Sexual Harm training within	By December 2024	This training is now mandatory for all staff to complete, with an initial focus on	Health, Wellbeing and Inclusion	Residential Student Leaders completed the Responding to Disclosures Training as part of their Leaders	On Track

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		the compulsory staff training suite.		commencing staff.		<p>training in February 2024.</p> <p>48 staff and other student leaders have completed Responding to Disclosures Training in Q1.</p> <p>Work has commenced with HR to develop a new compliance module which is due Sept 2024.</p>	
4.	Respectful Behaviour and Culture LMS Student Module	Update and roll out the mandatory Respectful Behaviour and Culture module to all students and staff.	Commencing 2023 Due October 2023	Updated module available by Semester 1, 2023. Establish processes to ensure mandatory participation by Semester 1, 2024	Health, Wellbeing and Inclusion	In semester 1-2024, to date, <b>4,118</b> students have completed the Respectful Behaviour and Culture Module.	On track



Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
5.	LGBTIQA+ Respectful Relationships Training for residential students	Develop a safe and inclusive education program specifically designed for our LGBTIQA+ residential students away from a heteronormative framework and taking into consideration the heterosexism they may experience.	By June 2024 - Ally program review is on-track for start of S1 2024 re-launch.	100% compliance of mandatory training for LGBTIQA+ residential students by 2024.	Health, Wellbeing and Inclusion	The LGBTIQA+ Ally training module review was completed in Feb 2024.	<p>Action commenced but progress impacted.</p> <p>Delayed for 2025 to revisit the scoping and feasibility of the action. The development of a safe and inclusive education program for our LGBTIQA+ residential students has been delayed to 2025 due to understaffing and limited resources. Additionally, comprehensive student feedback, collaboration with subject matter experts, and pilot testing are essential to ensure the program effectively addresses heteronormative biases and meets the specific needs and expectations of our LGBTIQA+ community.</p>

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
6.	Tomorrow Man	Roll out of Tomorrow Man (or equivalent) program, with mandatory participation for all men and men-identifying student residents.	First Tranche – Complete  Moved to BAU	To run 3 workshops with male and male identifying student residents (mandatory for male student leaders) in 2023. Formal evaluation for further roll out in 2024.	Men's Health and Wellbeing Program		On track
7.	Aboriginal and Torres Strait Islander students and staff	The University to consult relevant stakeholders and practitioners in tailoring a specific Bystander Program for our Aboriginal and Torres Strait Islander students and staff.	By June 2024	Consultation with Indigenous Strategy and Education to ensure development of a training package lead by and culturally safe for Aboriginal and Torres Strait Islander students and staff.	Health, Wellbeing and Inclusion	Scoping completed but substantive development not commenced.	Delayed for 2025 roll out. The following context is the main reason for delay:  Addressing the challenges in developing a culturally sensitive and appropriate bystander program for Aboriginal and Torres Strait Islander communities requires understanding their diverse cultural contexts and avoiding assumptions. Recognising the heterogeneity within

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
							these communities is essential, as a one-size-fits-all approach will not work. Building trust, considering historical trauma, and engaging key stakeholders, including Elders and community leaders, are crucial. Effective communication and adequate resources, such as funding and cultural competency training, are necessary. Institutional support, policy alignment, and continuous evaluation and adaptation of the program are vital for its success. Adequate staffing and resources are essential for addressing these challenges effectively.

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
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	Staff briefing package developed in consultation with teams from other universities who have done similar work and with reference to Our Watch senior leader resources. 80% of targeted leaders complete the training.	Health, Wellbeing and Inclusion	Not commenced	On-track
9.	Evaluation of EAAA	The University will evaluate the EAAA program led by the Women's Empowerment and Safety through education and Action (WEACT) team and develop an	By July 2024	Evaluation completed with recommendations about the effectiveness of the EAAA program.	WEACT Health, Wellbeing and Inclusion	The evaluation team have received 100 responses to the survey to date and progress is on track for delivery of findings by July 2024.	On Track

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		evaluation plan for all other prevention initiatives.					
<b>University life</b>							
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.	Empowering 30% of registered clubs to promulgate their own prevention campaign. 80% of club executives having received training on primary prevention.	Health, Wellbeing and Inclusion	Planning is underway. An initial Stakeholder engagement meeting has been conducted. 20 club leaders (across campuses) were engaged in a discussion reflecting on clubs' contexts and engagement strategies. They were also trained on how to handle sexual harm disclosure.	Delayed for end of 2024 delivery
11.	Targeted initiatives and support	Develop and implement targeted initiatives and programs to support LGBTIQA+, Indigenous	By December 2024	Consultation group formed with key stakeholders to develop targeted programs for LGBTIQA+, Indigenous	Indigenous Strategy and Education Culture, Diversity and Inclusion AccessAbility and Inclusion	Not commenced	Planned

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		communities and people living with disabilities.		communities and people living with disabilities in 2023. Initiatives rolled out throughout 2024.			
12.	Co-design and Consultation	Periodically consult with students and staff on the co-design, consultation and feedback of initiatives and actions. Offer primary prevention internships or other opportunities to public health and other students from relevant academic areas.	Student Advisory Established  Consultation moved to BAU	Establishment of a Respect at La Trobe student advisory group and related working groups. Public health students have the opportunity to learn new skills and support La Trobe's Respectful Communities team.	Health, Wellbeing and Inclusion Department of Public Health	A student partner program was established. Eight students were engaged to be engaged in three different roles: the student partners; ref group; and project work.	On track

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
13.	Whole of University campaign	In collaboration with students and stakeholders, develop a whole University social marketing campaign to prevent sexual harm and improve student and staff knowledge of support services and reporting pathways.	By December 2025	Implementing a four-stage Whole of University campaign 2023-2025, taking into consideration student lifecycle and staff workload patterns.  The Staff campaign will include information on Respect @ Work legislation and proactive manager and supervisor duties.	Health, Wellbeing and Inclusion Human Resources Health and Safety Staff Health and Wellbeing	Development of a Communicating for Impact Program resulted in the S1 2024 roll out of the 'Safe and Respected at La Trobe' campaign which is currently being evaluated and will be built into future orientation programming. The campaign has focused on increasing knowledge of support and reporting options.  Communicating for Impact has also delivered awareness raising events including the cross-institutional Respect at Uni Week.	On Track
14.	Creating safe spaces	Create safe spaces for LGBTIQ+ students, staff	By December 2024	Review the usage and demand of current Women's Safe Spaces and	Infrastructure and Operations	Review of Women's Safe Spaces has been undertaken and	Planned

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		and those living with a disability, and improve awareness of safe spaces currently available.		Neurominority Spaces. Undertake a benchmark study of the use of safe spaces in the sector.		Bendigo is not currently operational.	
15.	Staff disclosure and reporting pathway	Review and align staff reporting and disclosure mechanisms for sexual harm, gender-based violence and problem behaviours with Safer Community. Ensure staff have an option to provide anonymous feedback on the reporting systems and processes at La Trobe.	By July 2023	Implementation of new reporting mechanisms for staff to be implemented in 2023. Communication campaign to be rolled out to raise awareness for staff on where to report.	Safer Community	Safer Community for Staff service has been developed and was launched in June 2023	Complete



Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
16.	Staff sexual harm support	Ensure that the Staff Wellbeing Connect team is equipped to provide trauma-informed and compassionate support to staff. Develop a staff wellbeing system that ensures staff addressing the issue of sexual harm are supported and the risk of vicarious trauma minimised.	By December 2023	Staff Wellbeing Connect Staff to undergo relevant training. A system for recognising and ensuring support to staff that address the issue of sexual harm in their work.	Staff Health and Wellbeing Safer Community Human Resources	Staff Wellbeing Connect Service has been established and provides support and referral for staff impacted by sexual harm.  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.	Complete
<b>Safe learning environment</b>							
17.	Resources for curriculum	Develop and make available resources so that teaching staff may incorporate them into the curriculum	2023-2025	Work with academics and researchers to develop topic resources that can be used in curriculum	Health, Wellbeing and Inclusion Department of Health Office of the Provost	Partnership has been established with Our Watch and selected academic areas.  Training will be delivered by Our Watch	On track

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		where relevant and appropriate.		relating to gender-based violence, sexual harm, and hetero-sexism.		in S1 2024. Curriculum review will occur in S2.	
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	Development of training package for supervisor training to be completed by 2023 and rolled out to all research supervisors in 2024.	La Trobe Graduate Research School Health, Wellbeing and Inclusion	Supervisors and HDR students receive RSR training. Further work will be done to ensure the compulsory Respectful Behaviour and Culture module needs HDR student needs.	Complete
19.	Classroom support resources	Update LMS templates and other learning-related resources such as slide packs, to ensure appropriate information on respectful behaviour, rights	By December 2024	Updates to LMS to ensure information about reporting and support is embedded. Audit and update of other learning resources. Facilitation of an academic	EdTech Health, Wellbeing and Inclusion Safer Community Office of the Provost	Planning for 2024 Community of Practice is underway, expected to run 3 sessions throughout the year.  Disseminated of resourced developed in 2023 will occur for S2, 2024.	On track

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		and responsibilities, reporting and support services is readily available to students, and academics feel supported to address issues of disrespect.		community of practice which supports development of resources towards respectful behaviour in the classroom. Resources and systems to prevent technology facilitated abuse.			
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	By July 2024	Development of training packages and resources to prepare students on placements and study abroad programs	Office of the Provost, Health, Wellbeing and Inclusion	This work has been embedded into the La Trobe Placements Review for 2024. Excursions will be considered in S2 2024, and study abroad has been delayed until 2025.	On track

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		reporting pathways.					
21.	Living at La Trobe	Deliver a comprehensive Respect Program each semester at residential colleges.	Responding to Disclosures – Complete EAAA – Underway Further workshops – 2024-2026	Delivery of a suite of training packages and related peer led behaviour change and social marketing campaigns.	Health, Wellbeing and Inclusion Living at LaTrobe / UniLodge	<p>To date Respectful Communities have had a training focus and have rolled out Responding to Disclosures of sexual harm and Flip the Script with EAAA to residential leaders.</p> <p>Respectful Relationships and Bystander Intervention will be rolled out targeting men in S2.</p> <p>Ongoing issues in the residential space have resulted in this setting being prioritised for the development of a comprehensive prevention approach in S2 2024. A new 0.8 FTE</p>	On track, however risks continue to be identified. Mitigation strategy has been developed.

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
						Senior Coordinator, Student GBV Prevention will prioritise development of programming from the end of May.	
<b>Safe campus environment</b>							
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	La Trobe understands how each team is contributing to and how we collectively ensure we are meeting our positive duty under state OHS legislation and in support of the Respect@Work Best Practice indicators framework.	Health Wellbeing and Inclusion Human Resources Staff Health and Wellbeing Health & Safety	Work continues to embed Positive Duty to prevent sexual harm into OHS systems.  Updates to the Sexual Harm Prevention and Response Policy made.	On track

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
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, embedding risk management and minimisation actions into existing WHS documents and procedures.	By December 2023	La Trobe has completed a comprehensive risk assessment of psychological, cultural and physical safety considerations related to sexual harm risk. WHS documents are updated and socialised.	Health and Safety Staff Health and Wellbeing Human Resources	SPE and Staff Health & Wellbeing have worked with HR to provide a preliminary review of the family violence policy. A second stage review is planned for 2024.	Delayed until Dec 2024.
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	By December 2025	Human Resources' systems, processes and documents have been reviewed against sexual harm prevention and response and respect criteria.	Human Resources	Human Resources' systems, processes and documents have been reviewed against sexual harm prevention and response and respect criteria.	Planned

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		respectful workplace culture.					
25.	Manager KPIs	All senior leadership roles to have a sexual harm prevention and response KPI embedded in their position.	By December 2025	All managers understand their responsibilities and are held accountable.	Human Resources	Not commenced	Planned
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	Implementation of women's only gym hour across all campuses.	La Trobe Sports	Commenced and action adjusted by La Trobe Sport to provide sessions for targeted women.	On-track
27.	Alert/duress systems	Investigate the feasibility of an alert/duress system for students and staff to use when	By July 2024	Scoping report and recommendations to be completed by end of 2024.	Infrastructure and Operations	The current alert system for students and staff feeling unsafe on campus is to dial the La Trobe Emergency number 03 9479 2222.	On track

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		they feel unsafe. This system may include online feedback and reporting mechanism about geographical locations of concern or infrastructural concerns.				<p>This is answered 24 7 365 by trained security team members. These team members then deploy campus security patrols where necessary.</p> <p>Apps including the Safe Zone and an app for the UniSafe service are being investigated and trialled in 2024.</p> <p>Currently staff can raise concern via Archibus whereas students need to email or telephone.</p>	
28.	Gender-neutral toilets	To strengthen the safety of our gender-neutral toilets, the University will investigate best practice designs for gender-neutral toilets	By July 2025	Review of gender-neutral toilets to be completed in 2024 with recommendation for enhancements to be implemented throughout 2025.	Infrastructure and Operations	Map of gender neutral bathrooms being developed and will be included in new staff resources.	On track



Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		(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	Completed and now moved to BAU	Audits to be completed and reported on to Campus Safety Group.	Infrastructure and Operations	External lighting and CCTV is checked monthly. This is undertaken by Security and a checklist track that the task has been completed. These are not currently reported to Campus Safety Group.  Feedback about inadequate or faulty lighting is available by contacting I&O	On track

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		reporting mechanism for students and staff to report inadequate or faulty lighting.				<a href="https://www.latrobe.edu.au/io/contacts">https://www.latrobe.edu.au/io/contacts</a> . Staff can raise the concern via Archibus whereas students need to email or telephone.	
30.	Elements of design for safety	Incorporating the element of designing for safety in all University infrastructure projects to ensure that spaces are designed to reflect the safety needs of our communities.	By January 2026	Training for I&O staff around designing for safety.	Infrastructure and Operations	Safety in Design is already a legislative requirement for the design consultant teams the University engages.	On track
<b>Evaluation and reporting</b>							
31.	Monitoring, evaluation and learning framework	Development of a best practice evaluation framework and associated	By December 2023	Conduct a series of workshops to develop appropriate SMART indicators	Health Wellbeing & Inclusion Department of Health	Partnership established with Department of Public Health and Respectful Communities team to	On track

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
		measurement tools.		of success, associated measures and evaluation tools. Embed data collection, monitoring and reporting responsibility into relevant roles.		develop a Monitoring and Evaluation framework. Draft of the framework established and operationalization of this with stakeholders underway.	
32.	Quality data	Map and connect SHPR AP data collection and reporting requirements to the La Trobe Gender Equality Action Plan and Gender Impact Assessment processes and broader CDI and Safer Community surveys and data collection systems.	By July 2023	The GEAP and SHPR Action Plan are connected and support each other. La Trobe surveys and data collection systems support and cohesively inform these plans. Appropriate SH monitoring questions are embedded within the staff	Safer Community Human Resources Health Wellbeing and Inclusion	SHPR AP data requirements have been embedded into the GEAP gender audit. Additional mapping has been incorporated into the monitoring and evaluation framework.	Completed

Action no.	Action	Description	Timeframe	Key Outputs	Accountable	Q1 and Q2 Update	Status
				experience survey.			
33.	External reporting	Develop and disseminate an annual externally facing sexual harm prevention and response report which includes de-identified case studies and progress made.	Annually	Internal and external stakeholder have appropriate information and La Trobe is held to account for action to prevent and respond to sexual harm.	Sexual Harm Prevention & Response Implementation Group	Student Conduct and Investigations and Strategy, Prevention and Education have drafted a 2023 annual plan for SEG approval.	On track