
Respect Now Always ‘Safety and Respect at Flinders’ Action Plan

2023 – 2026

Background and Overview

Universities Australia (UA) initiated the Respect. Now. Always. (RNA) campaign in February 2016. A sector-wide program that aims to prevent sexual violence in university communities and support those who have been affected by this violence.

The 2016 campaign included an Australia-first National survey of students, by the Australian Human Rights Commission (AHRC), it asked students from 39 Universities about their experiences of sexual violence. In 2017, the AHRC published the ‘Change the Course’ report that included a comprehensive suite of recommendations for both the whole of the University sector and individual recommendations for each participating University.

Since then, Flinders has implemented a program of actions based on the recommendations of the ‘Change the Course’ report to prevent sexual violence and support those who have been affected at Flinders. The initial [Flinders RNA Action Plan](#) outlines the actions taken by Flinders, these included:

- establishment of the RNA Advisory Executive Group and the RNA Advisory Group (RNA Advisory Group) – the RNA Advisory Group’s membership is made up of key stakeholders from across the Flinders Community¹, to oversee implementation of Flinders RNA Action Plan.
- several awareness-raising initiatives including the development of student focussed campaign materials e.g., the successful student led campaign [Be a Better Human](#),
- the provision of training for key staff and students,
- the development of a new [Safety and Respect at Flinders](#) website.

¹ University community includes: enrolled Flinders students, including cross-institutional students and students on exchange from another institution, employees and exchange staff, employees of controlled entities, Centres and Institutes, and affiliated clubs and associations, contractors and consultants performing work on University sites or on behalf of the University, visiting academics or persons with academic status, the Council and its committees and any volunteer in the workplace and study environment.

The Campaigns

The 2016 RNA campaign had three key aims:

1. to raise awareness of sexual assault and sexual harassment and lift the visibility of support services for students.
2. to obtain data to guide further improvement in Flinders policies and services; and
3. to assist universities in sharing global best practice resources across the sector (UA, 2016)

The current 'campaign' differs from the initial one, with a shift in focus:

- Away from providing sector wide or individual university recommendations towards individual universities taking responsibility for the analysis and development of their own recommendations, and action plans based on their results from the 2021 NSSS (National Student Safety Survey),
- consideration and implementation of actions based on the NSSS Report on the prevalence of sexual harassment and sexual assault among university students in 2021,
- Qualitative research on experiences of sexual harassment and sexual assault among university students in 2021, and
- building on the work already done by universities, with the ongoing support of 'Our Watch,' to establish and maintain best practice in their prevention, support, and responses to sexual violence.

NSSS 2021 Results

In 2021, UA commissioned the 2nd National Student Safety Survey (NSSS) as part of the 2016 RNA initiative. The aim of this survey was to build "on an important legacy of previous research and advocacy – Informing the ongoing efforts of Australian universities in building equitable, safe and inclusive learning experiences for their students." ² This survey was conducted by the [Social Research Centre \(SRC\)](#).

A total of 43,819 students participated in the survey, including 1,030 Flinders University students, representing 3.9% of the total Flinders University student population in 2021.³

Additionally, a large amount of qualitative information was received from 1,835 individual student submissions to SRC.

The results of the NSSS were released on 23 March 2022, in the [NSSS Quantitative - Report on the prevalence of sexual harassment and sexual assault among university students in 2021 \(the Quantitative report\)](#) and [Qualitative research on experiences of sexual harassment and sexual assault among university students in 2021.](#) (the Qualitative report).

The changes made to the NSSS 2021 questions, along with several other factors means the "[2021] NSSS is not directly comparable with the 2016 National Survey."⁴

No sector wide or university specific recommendations were made in either the NSSS 2021 Qualitative or Quantitative reports. Instead, the reports focussed on students' suggestions and recommendations for improvement to prevent and respond more effectively to sexual harassment and sexual assault at universities. ^{5 6}



² UA and SRC NSSS Quantitative - Report on the prevalence of sexual harassment and sexual assault among university students in 2021, page 6- March 2023.

³ Commonwealth Census Collection Revision 9th March 2021, [Flinders fast facts student staff-numbers](#).

⁴ Ibid 1 - page 17.

⁵ Ibid 1 - 6.4 "What could universities do to reduce incidents of sexual harassment and sexual assault?" pp. 61-65.

⁶ UA and SRC, NSSS Qualitative research on experiences of sexual harassment and sexual assault among university students in 2021, "6. Students views on how to improve" and "7. Conclusion," pp.35-40.

2023 – 2026 ‘Safety and Respect at Flinders’ RNA Action Plan

The RNA Advisory Group will continue to oversee the development, implementation, monitoring, and review of Flinders’ RNA – ‘Safety and Respect at Flinders’ Action Plan (the Action Plan).

This Action Plan has been updated to reflect the results of the:

- NSSS 2021 Quantitative report – “Report on the prevalence of sexual harassment and sexual assault among university students in 2021”,
- NSSS 2021 Qualitative report – “Quantitative research on experiences of sexual harassment and sexual assault among university students in 2021”,
- the ‘Snapshot of Flinders results and the ‘Profile of University Respondents’ data table,
- student feedback on key ‘Safety and Respect at Flinders programs,’ (e.g., BABH)
- reviews by the chair of the RNA Advisory Group and the Sexual Violence Project Officer, and
- RNA Advisory Group feedback,
- Flinders student KSH groups and staff feedback.
- UA’s Primary Prevention of Sexual Harm in the University Sector – Good Practice Guide (July 2023)
- UA’s Sexual Harm Response Guidelines 2023,
- Our Watch - Educating for Equality Guides and resources,
- UA’s Charter on Sexual Harm (November 2023),
- Action Plan Addressing Gender-based Violence in Higher Education, (February 2024)
- Changes to the *Sex Discrimination Act 1984* – “Positive duty” (Dec 2022).

Key findings from the 2021 Flinders NSSS snapshot (the Snapshot) and the Profile of University Respondents data table (the data table) revealed that the prevalence of sexual violence reported by Flinders students were:

- sexual harassment - since starting university was 17.3% and 4.2% in the past 12 months.
- sexual assault since starting university was 4.2% and 1% in the past 12 months).

Therefore, to effectively address the prevalence of these unacceptable behaviours at Flinders, it is recommended that the key areas for improvement and focus of this Action Plan are:

1. Reporting and seeking support:

- increasing students, staff and the wider Flinders Community’s knowledge of Flinders support and reporting channels - over half of the students who reported having experienced sexual assault and sexual harassment at Flinders knew nothing or very little about where to go for support or assistance, or to make a complaint about either sexual harassment or sexual assault,⁷
- without this knowledge students are unlikely to report, seek support or make a complaint to Flinders,
- failing to do so prevents Flinders from implementing targeted and effective actions to prevent sexual assault and sexual harassment, and therefore address the prevalence of these behaviours and the safety of the Flinders community.

2. Inclusiveness:

- addressing the prevalence of sexual harassment and sexual assault of Flinders students who identify as gender diverse⁸
 - sexual harassment - 40.7% since starting university and 31.5% in the past 12 months, compared with 19.6% of female students since starting university and 12.9 % of male students and 3.9%. in the past 12 months).⁹
 - sexual assault – 6.2% since starting university and 6.2% in the past 12 months, compared with 4.5% of female students since starting university and 0.7% in the past 12 months and 3.3 % of male students since starting university and 0.7% in the past 12 months).¹⁰
- these results were consistent with the results in the Quantitative report ¹¹. However, this report expanded on the data (at the National level) to identify the increased prevalence of sexual assault and sexual harassment of other vulnerable groups of students particularly “sexuality diverse,” younger and those students of living with disability.¹²
- These results highlight the need for Flinders ‘Safety and Respect at Flinders’ programs to not only have a victim centred approach but to also ensure these programs are inclusive of the needs of other vulnerable groups. Therefore, while the Action Plan will have a focus on addressing the prevalence of sexual harassment and sexual assault of Flinders students who identify as gender diverse, it will also address the prevalence of sexual harassment and sexual assault experienced by other vulnerable student groups.

3. Monitoring and Evaluation:

- internal reviews have identified issues with data collection, reporting, monitoring, and the evaluation of the effectiveness of ‘Safety and Respect at Flinders’ programs,
- it is critical that effective monitoring and evaluation of the ‘Safety and Respect at Flinders’ programs are in place, to enable Flinders to implement targeted and effective actions to prevent sexual assault and sexual harassment and therefore address the prevalence of these behaviours and the safety of the Flinders community.

⁷ Diagram 1 Appendix A – provides a snapshot of Flinders results.

⁸ Gender diverse is reported as “differently described gender” in Appendix A - Snapshot of Flinders results and in Appendix B - data table - Profile of University Respondents – Flinders University.

⁹ Appendix B - data table - Profile of University Respondents – Flinders University, page 1.

¹⁰ Ibid 10 - Flinders University, page 8.

¹¹ UA and SRC, NSSS Qualitative report- Report on the prevalence of sexual harassment and sexual assault among university students in 2021, page 2.

¹² Ibid 10.

Outcome 1. Leadership and Governance

Item	Outcome	Action	Due date	Responsibility
1	Flinders Leaders demonstrate their commitment to a Whole of University Approach to ensure the success and sustainably of all Safety and Respect at Flinders' programs and initiatives.	1.1 Senior executives and governance boards lead the implementation of a Whole of Organisation approach to preventing and addressing Gender Based Violence (GBV).	From the launch of this Action plan in October 2024 and ongoing.	University Council Senior Executive Team Chair RNA Advisory Group
		1.2 All Colleges and Portfolio areas are responsible for the development, implementation, and reporting on their own Action Plan. The actions and initiatives in their plans (as a minimum) effectively raise awareness with their students and staff about 'Safety and Respect at Flinders' support services, reporting options, education, awareness and training programs in their colleges and portfolio areas.	Initial plans submitted to RNA Advisory Group by 30 March 2025. Ongoing Annual reviews of plans and reporting of the results of their implementation.	Senior Executive Team Chair RNA Advisory Group Chair RNA Advisory Group VPEDs and Equity, Diversity, and Inclusion (ED&I) Committees or equivalent
		1.3 Review the current model for resourcing the 'Safety at Flinders' programs to enable the effective implementation of this plan. ¹³	1 January 2025	Senior Executive Team Chair RNA Advisory Group

¹³ That already includes where applicable the additional requirements of the UA's Charter on Sexual Harm (November 2023), Action Plan Addressing Gender-based Violence in Higher Education, (February 2024) along with the need to implementation of the National Higher Education Code to Prevent and Respond to Gender-based Violence and National Student Ombudsman's requirements once these are finalised.

Item	Outcome	Action	Due date	Responsibility
		1.4 Key internal stakeholders ¹⁴ are consulted in the development of specific actions, including input to ensure Safety and Respect at Flinders' programs meet the needs of these Key Stakeholder groups	Ongoing	Chair RNA Advisory Group
		1.5 RNA Advisory Group to monitor the implementation and effectiveness of the actions in this plan, and report to Senior Executive Team.	Ongoing as part of the 6 monthly reporting cycle	Chair RNA Advisory Group
		1.6 Flinders reports include information on the implementation and effectiveness of the actions in this plan.	Ongoing as part of the 6 monthly reporting cycle	Senior Executive Team Chair RNA Advisory Group
		1.7 Flinders reporting processes, includes deidentified information ¹⁵ on the number along with the outcome of the report, supports provided and limited demographics of sexual assault and sexual harassment incident reports that only occur in a Flinders context. ¹⁶	31 December 2024 and ongoing	Senior Executive Team Chair RNA Advisory Group
		1.8 Flinders to include the number of reported instances of sexual harm publicly available on the Safety and Respect at Flinders webpage.	1 July 2025	Chair RNA Advisory Group

¹⁴ Key stakeholders are inclusive of representatives from diverse groups across the Flinders Community. These stakeholders include, but are not limited to representatives from, Aboriginal and Torres Strait Islander, gender diverse, female, LGBTIQ+ students, students living with disability and international student communities. Security Leadership to be included as KSH when security issues are raised.

¹⁵ To ensure confidentiality and protect the privacy of individuals - the information reported will be deidentified, so it does not include any personal identifiable information about the Victim/Survivor, Perpetrators/Respondents, 3rd party reporters and other identifiable demographic information.

¹⁶ Flinders context means the same as "work- and study-related activities - these are any activities that relate to a person's employment / work commitment, involvement with or status as a student, or other connection with the University. This includes activities that take place away from university sites, such as field trips, conferences, Work-Integrated Learning placements, work experience placements, work- and study-related social events and online activities including email, online learning, and social media activities." As defined in Flinders Prevention of Sexual Assault and Sexual Harassment Policy and accompanying procedures -see related links on this webpage - [Information sexual-harassment-and-sexual-assault](#)

Outcome 2. Attitudes and Behaviours

Item	Outcome	Action	Due date	Responsibility
2	Safety and Respect at Flinders' - Awareness and Education programs effectively prevent and address the drivers of sexual harassment and sexual assault across the Flinders Community.	2.1 Implement the UA, Victorian State Government and Our Watch whole of University Educating for Equality (EFE) model to address GBV at and through, Australian universities and use the supporting resources available to implement the model.	In progress – 31 December 2025	Chair RNA Advisory Group
		2.2 Identify and implement relevant best practice prevention actions from the UA Primary Prevention of Sexual Harm in the University Sector – Good Practice Guide (July 2023) as part of the 'Safety and Respect at Flinders' programs.	In progress 31 December 2025	Chair RNA Advisory Group - People and Culture (Staff programs)
		2.3 Increase collaboration with other universities across the UA network to share resources and draw on best practice programs in other universities.	Ongoing	Chair RNA Advisory Group People and Culture (Staff programs)
		2.4 Partner with Flinders researchers to use their research, knowledge, and expertise to ensure that our 'Safety and Respect at Flinders' programs effectively address the social constructs of gender and their relationship with GBV at Flinders.	1 July 2025 and ongoing	Chair RNA Advisory Group - People and Culture (Staff programs)
		2.5 Increase the visibility of 'Safety and Respect at Flinders' campaign/promotional materials across all campuses and facilities. See action 1.2	Initial survey in Dec 2025 and annually after this. Ongoing	Chair RNA Advisory Group FUSA (students) People and Culture (Staff programs)

Item	Outcome	Action	Due date	Responsibility
		2.6 RNA Advisory Group to coordinate the launch of this Action Plan as part of Flinders wide campaign.	TBC - 2024 or early 2025	Chair RNA Advisory Group
		2.7 FUSA to launch reviewed BABH awareness program and the program is featured as part of relevant FUSA and Flinders events.	Semester 2 2024 and ongoing	FUSA (students)

Outcome 3. Reporting and Support

Item	Outcome	Action	Due date	Responsibility
3	3.1 'Safety and Respect at Flinders' - Awareness and Education programs effectively address the current gaps in the knowledge of students –about support services and reporting processes at Flinders' ¹⁷	3.1.1 Priority is given to consultation with key stakeholders who are representative of students identified as likely to experience a higher prevalence of sexual assault and sexual harassment, to identify barriers to them seeking support and reporting incidents at Flinders. ¹⁸	2024 and ongoing	Chair RNA Advisory Group
		3.1.2 Conduct safety audits of all Flinders Campuses and facilities to ensure they are safe and respectful spaces for all work and study related activities. ¹⁹ Report on the outcome of the audits and measures taken to address any safety risks. Ensure that this action, considers the unique environments, cultural safety, and complexities of providing safe and respectful spaces for all work and study related activities at rural and remote campuses. Provide safe physical spaces on all campuses where students and staff can go if they feel unsafe.	2025 and ongoing	Chair RNA Advisory Group Security Services Properties Facilities and Development
		3.1.3 Review current online 'Responding to Disclosure of Sexual Assault and Sexual Harassment' module for staff.	August 2024	Chair RNA Advisory Group People And Culture (Flinders Staff)
		3.1.5 Benchmark sector wide use of the 'Consent Matters' online training as part of a review of Flinders use of this program. Develop and implement a new online training course – "Consent and Respectful Behaviours" to replace "Consent Matters" and rollout to students in 2023.	Completed	Chair RNA Advisory Group

¹⁷ Diagram 1 Appendix A – snapshot of Flinders results and

¹⁸ Ibid 13.

¹⁹ Definition of Work- and study-related activities are any activities that relate to a person's employment / work commitment, involvement with or status as a student, or other connection with the University. This includes activities that take place away from university sites, such as field trips, conferences, Work-Integrated Learning placements, work experience placements, work- and study-related social events and email, online and social media activities.

Item	Outcome	Action	Due date	Responsibility
		3.1.6 The University includes 'Safety and Respect at Flinders' education programs as part of the induction of all new students regardless of entry level, degree studied, or research undertaken.	January 2026 Ongoing on an annual basis	Chair RNA Advisory Group FUSA (students) People And Culture (Flinders Staff) DVCS
		3.1.7 College Coordinators and Work Integrated Learning Team to ensure they include information about students' rights and responsibilities, reporting options before they participate in Work Integrated Learning or work experience placements.	Ongoing preplacement	Chair RNA Advisory Group Work Integrated Learning Team
		3.1.8 Review the current systems used to record and monitor who has completed, 'Safety and Respect at Flinders' education programs, to ensure these programs are evaluated and can report on the effectiveness of these programs. Reporting, monitoring, and evaluation of the effectiveness of these programs continues following the review. See 3.1.9, 3.1.10 and 3.1.11.	Review completed. Ongoing – as part of six-monthly reporting cycle.	Chair RNA Advisory Group People And Culture (Flinders Staff) Flinders Learning Online
		3.1.9 Continue to provide best practice sexual harassment and sexual assault education and awareness training to student leaders, executives of clubs and associations. ²⁰	Ongoing – as part of six-monthly reporting cycle.	Chair RNA Advisory Group FUSA
		3.1.10 Require all staff to complete the 'Safety and Respect at Flinders' 'Responding to Disclosures of Sexual Harassment and Sexual Assault' training and any other designated training. Monitor and report on completion rates.	1 January 2026 and then ongoing – as part of six-monthly reporting cycle.	Chair RNA Advisory Group People And Culture (Flinders Staff)

²⁰ Training is mandatory for Executives of all FUSA affiliated Clubs and Associations.

Item	Outcome	Action	Due date	Responsibility
		3.1.11 Continue the requirement for new staff to complete the 'Responding to Disclosures of Sexual Assault and Sexual Harassment' online training modules as part of their induction and any other designated training. Monitor and report on completion rates.	Ongoing – as part of six-monthly reporting cycle.	Chair RNA Advisory Group People And Culture (Flinders Staff)
		3.1.12 Ensure that specialist trauma informed sexual harassment and sexual assault training is provided to the Health Counselling and Disability Services(HCDS) Counselling Team, to enable them to provide specialist support to students who experience sexual assault and sexual harassment.	1 January 2025 and ongoing for new Counsellors.	Director Student Life
		3.1.13 Continue to maintain relationships with key external stakeholders - Yarrow Place & SAPOL and establish relationships with NT Sexual Assault Services and NT police to ensure that if a student and/or staff member report a sexual assault, to them, that they are aware of support services available at Flinders and can refer student and/or staff member to Flinders services.	Ongoing on annual basis (report to RNA Advisory Group in December each year.	Chair RNA Advisory Group
		3.1.14 Require that all senior leaders to complete Safety and Respect at Flinders designated Leadership training. Monitor and report on completion rates.	By 30 June 2025 and during induction of new Senior Leaders. Reporting ongoing as part of six-monthly reporting cycle	People and Culture Chair RNA Advisory Group

Item	Outcome	Action	Due date	Responsibility
		3.1.15 People and Culture to ensure Business Partners (BPs) are trained to provide trauma-informed response and culturally appropriate support to staff who have experienced SHSA.	Current BPs by 1 January 2025 and ongoing during induction of new BPs. Reporting ongoing as part of six-monthly reporting cycle.	Director People and Culture
		3.1. 16 People and Culture to ensure EAP Provider has Counsellors that can provide suitable support to staff who report SHSA.	1 July 2025	Director People and Culture

Item	Outcome	Action	Due date	Responsibility
3	3.2 Improve staff and student knowledge and use of Flinders' 'Safety and Respect at Flinders' policy and procedures and ensure they are consistent with other relevant policies and procedures.	3.2.1 Review existing Sexual Harassment and Sexual Assault Prevention & Response Policy and Sexual Harassment and Sexual Assault Response Procedures to ensure they meet best practice guidelines, the requirements of the 2024 National Action Plan Addressing GBV in the Higher Education Sector (the National Action Plan). Review these documents to ensure they meet the requirements of the National Higher Education Code to Prevent and Respond to Gender-based Violence (the National Code).	1 January 2025 ²¹ TBA - Pending release of National Code.	Chair of RNA Advisory Group Governance, Legal & Risk People and Culture Student Policy and Integrity Services
		3.2.2 Develop and publish a guideline to accompany the reviewed policy and procedures to assist staff in implementing the implementation of the policy and accompanying procedures.	1 January 2025 ²²	Chair of RNA Advisory Group Governance, Legal & Risk People And Culture Student Policy and Integrity Services
		3.2.3 Update relevant 'Safety and Respect at Flinders' education and training programs for students and staff to include the content of the revised policy, accompanying procedures and the guideline.	1 January 2025 ²³	Chair of RNA Advisory Group Governance, Legal & Risk People And Culture Student Policy and Integrity Services
		3.2.4 Adopt a Safer Communities Model that include HCDS, People and Culture, Student Policy and Integrity Services and other relevant staff members from Colleges, Portfolios, Security, to case manage complaints of sexual harassment and sexual assault.	June 2025 ²⁴	Chair of RNA Advisory Group Governance, Legal & Risk People and Culture Student Policy and Integrity Services

²¹ Delayed due to wait time for the release by UA of revised 'Guidelines for University Responses to Sexual Harm. Draft of reviewed P&P updated to reflect these guidelines and as of 12 December 2023. Updates are currently being reviewed by responsible officers. See para 2 of this Action, before going to SET and then for Uni wide consultation etc as per the requirements of the Policy Development and Review Procedures.

²² TBA – pending completion of Action 1

²³ Ibid 23

²⁴ Ibid 23.

Item	Outcome	Action	Due date	Responsibility
		3.2.5 Rename website and 'Safety on Campus' programs to 'Safety and Respect at Flinders'. ²⁵ as this recognises that not all students are study activities occur beyond campus (e.g., remote, online students, the activities of Clubs and Associations, WIL programs etc.) and the name effectively communicates the purpose of the targeted education, awareness, reporting, and support services.	Completed	Chair of RNA Advisory Group
		3.2.6 Continue to monitor and update the ' Safety and Respect at Flinders ' web site to ensure information on this page is accurate and reflects current best practice. See 3.2.7	Ongoing as required	Chair of RNA Advisory Group
		3.2.7 Review and update the Student Complaints and Appeals website to include: <ul style="list-style-type: none"> • Specific advice about SHSA reports and complaints, including information from the Complaint Management Guideline, via the Safety and Respect at Flinders webpage and Student Complaints and Appeals webpage. • Clear information about independent review processes and how to access these processes. 	1 January 2025	Student Policy and Integrity Services
		3.2.8 An outsourced model for the conduct of specialist investigations and provision of specialist advice should be established and will require adequate resources.	31 Dec 2024	Pro Vice-Chancellor (AQE) Chair of RNA Advisory Group
		3.2.9 Review Statute 6.4 and associated policy to include the review process for matters not referred to a Board of Inquiry.	TBC	PVC (AQE)

²⁵ Based on student feedback on the Safety at Flinders website - from May 2021 - Collated feedback on Student Safety and Respect @ Flinders focus groups and online feedback. Consistent with the titles of other SASH education and awareness programs at other Australian universities.

Outcome 4. Monitoring and Evaluation

Item	Outcome	Action	Due date	Responsibility
4	Improved data collection, reporting, monitoring, and evaluation of the effectiveness of 'Safety and Respect at Flinders' programs	4.1 Review the capability of the current data extraction process/tool, to ensure it is more efficient in producing six monthly reports for the RNA Advisory Group and Senior Executive Team.	In progress – 31 December 2024	Chair RNA Advisory Group Information and Digital Services
		4.2 Develop an electronic process for effectively receiving and responding to feedback from key stakeholders and members of the Flinders Community on 'Safety and Respect at Flinders' programs, to ensure feedback collected, reported, and acted on in a timely and effective manner.	30 March 2025	Chair RNA Advisory Group Information and Digital Services
		4.3 Review the effectiveness of the central register for the lodging of all reports of sexual assault and sexual harassment. As part of action 4.1	In progress – 31 December 2024	Chair RNA Advisory Group Information and Digital Services
		4.4 Continue to examine data on a 6 monthly basis and provide reports to the RNA Advisory Group and SET on any trends, concerns, and recommended actions to address this data.	Ongoing – as part of six-monthly reporting cycle.	RNA Advisory Group Sub Committee
		4.5 Continue to ensure that all reporting and data collection processes comply with Flinders Privacy Policy and Flinders Privacy statement.	Ongoing	Chair RNA Advisory Group

Outcome 5. Residential Accommodation

Item	Outcome	Action	Due date	Responsibility
5	Ensure residential student accommodation settings are safe and respectful of all residents	5.1 Flinders Living (residential) students to continue to participate in a suite of both face-to-face and online educational programs the content of which includes significant material on sexual consent and ethical bystander behaviour	Ongoing	Flinders Living
		5.2 Residential Tutors and Coordinators, Flinders University Hall Residents' Club Executive Committee and Anchor Committee Coordinators to continue to participate in a suite of additional training programs the focus of which includes responding to disclosures of sexual assault and harassment, first responder training, intersectionality training, indigenous cultural awareness, and critical incident management.	Ongoing	Flinders Living
		5.3 Residential Tutors and Coordinators, Flinders University Hall Residents' Club Executive Committee and Anchor Committee Coordinators continue to participate in best practice event management, event safety, responsible service of alcohol and EO online training programs.	Ongoing	Flinders Living
		5.4 Flinders Living Administration to ensure that Orientation Sessions include significant discussion of the University's commitment to providing safe and inclusive residential communities.	Ongoing	Flinders Living
		5.5 Flinders Living Administration to continue to conduct annual reviews of policy and procedures relating to safe conduct of events and activities.	Ongoing	Flinders Living

Item	Outcome	Action	Due date	Responsibility
		5.6 Flinders Living Administration to continue to report on residential students, Residential Tutors and Coordinators, Flinders University Hall Residents' Club Executive Committee and Anchor Committee Coordinators completion and evaluation of training programs.	Ongoing – as part of six-month reporting cycle	Flinders Living
		5.7 Flinders Living's to conduct an external review of existing safety, prevention, response, support, and reporting processes to ensure they meet contemporary best practice guidelines/standards for University Accommodation providers.	30 June 2025	Flinders Living
		5.8 Flinders will collaborate with our standalone accommodation providers to align as far as possible their response policies, processes, and practices to eliminate the requirement of victim-survivors to recount their traumatic experiences multiple times and to seamlessly integrate safety and support systems between education institutions and accommodation providers.	30 June 2025	Flinders Living

Outcome 6. Accountability of Respondents

Item	Outcome	Action	Due date	Responsibility
6	Ensure that respondents to complaints of sexual assault and sexual harassment are accountable for their behaviour, and where appropriate the principles of Transformative Justice ²⁶ underpin this outcome and its associated actions.	6.1 Consider developing a 'Misconduct Register,' (like the Academic Integrity Register) to ensure that students and staff who have had a complaint of sexual harassment and/or sexual assault made against them can be monitored for any further inappropriate behaviour.	December 2025	Chair RNA Advisory Group Student Policy and Integrity Services Governance Legal and Risk
		6.2 Review associated policies and procedures to explore the feasibility of implementing action 1.	December 2025	Chair RNA Advisory Group Student Policy and Integrity Services Governance Legal and Risk
		6.3 Investigate availability of suitable training for students and staff, (where a complaint of sexual harassment has been made against a member of the University Community) either as an outcome of a substantiated complaint (disciplinary action) or as an agreed informal outcome following a report.	December 2025	Chair RNA Advisory Group
		6.4 Consideration be given to a variety of other options, (where a complaint of sexual harassment has been made against a member of the University Community) either as an outcome of a substantiated complaint (disciplinary action) or as an agreed informal outcome following a report.	December 2025	Student Policy and Integrity Services Chair RNA Advisory Group

²⁶ Transformative justice is an approach to justice that seeks to transform the relationships, societal and institutional structures that allowed violence to occur. Transformative justice recognises the intersections of people's identities and experiences that may contribute to their choice to cause harm to another person. If people are willing to learn (or unlearn) why they commit violence, then there is an opportunity to ensure they do not do it again. Source: Camille Schloeffel, *Combative to Collaborative: International Perspectives on Preventing Sexual Violence at Australian Universities*. Churchill Fellowship report, December 2023, pp. 18, 79 &113.

Appendix A – Snapshot of Flinders University’s 2021 NSSS results

Flinders University



1,030 students participated in the survey

NATIONAL STUDENT SAFETY SURVEY

PREVALENCE IN A UNIVERSITY CONTEXT

Sexual harassment

17.3%

since starting university

11.2%

in the past 12 months

Experiences of sexual harassment in the past 12 months:

Female

12.9%

Male

3.9%*

Differently-described gender

31.5%

Sexual assault

4.2%

since starting university

1.0%*

in the past 12 months

Experiences of sexual assault in the past 12 months:

Female

0.7%*

Male**

Differently-described gender**

CONTEXT OF MOST IMPACTFUL INCIDENT

Sexual harassment

Location

General campus areas

40.3%

University library

21.7%

University lecture theatres, computer labs

20.5%

Perpetrator

50.7%

knew some or all of the perpetrators involved

Asked of students who experienced sexual harassment in an Australian university context

REPORTING AND SUPPORT SEEKING

Formal complaints made to the university



3.6%*

of students who were sexually harassed made a formal complaint

Seeking support from the university



14.0%

of students who were sexually harassed sought support or assistance

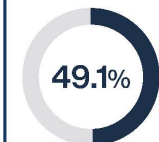
Asked of students who experienced sexual harassment in an Australian university context

Knowledge of university support and reporting channels



46.4%

know nothing or very little about where to go to make a complaint about sexual harassment



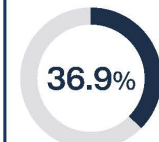
49.1%

know nothing or very little about where to go to make a complaint about sexual assault



41.7%

know nothing or very little about where to seek support or assistance for harassment



36.9%

know nothing or very little about where to seek support or assistance for assault

Asked of all students

Relative standard errors (RSE) were calculated for survey estimates. If the RSE was between 25% and 50% an * appears next to the estimate that indicates caution should be used with the associated estimate. If the RSE was above 50% an ** appears meaning the estimate is unreliable and not reportable. Differently described gender includes students whose gender identity was not classified as female or male. Gender identity was derived using the "two-step method" of cross-classifying responses to sex assigned at birth and current gender. Context of most impactful incident: Students who had been sexually harassed in a university context were asked questions about the context of the most impactful (or significant) incident they had experienced. This incident was self-identified by the student.

Appendix B - list of Safety and Respect at Flinders Training and Awareness programs – as at Semester 1 2024.

- Online Consent and Respectful Relationships training available to all students and staff from September 2023.²⁷
- All new Flinders staff are required to complete the online ‘Responding to Disclosures of Sexual Assault & Sexual Harassment’ course as part of their induction.
- Front-line staff in key student facing roles can complete the 90 minute in-person – ‘Preventing and Responding to Disclosures of Bullying, Discrimination, Sexual Assault & Sexual Harassment’ workshop.²⁸
- FUSA staff complete the in-person Yarrow Place - Responding to Sexual Assault workshop.
- Student council representatives complete the in-person Yarrow Place - Responding to Sexual Assault workshop, the Consent & Respectful Relationships online module and the staff module - Responding to Disclosures of Sexual Assault & Sexual Harassment.
- As of April 2024 - FUSA affiliated student clubs and associations – it is mandatory for Executive members of (President, Vice-President, Secretary & Treasurer) of FUSA affiliated student clubs and associations ‘Consent & Respectful Relationships’ online module. Additionally, it is mandatory that a minimum of two executives per club, complete²⁹ a customised student version of the - Responding to Disclosures of Sexual Assault & Sexual Harassment module.
- Information about ‘Safety and Respect at Flinders’ support services, reporting options and education programs are featured at student events at various times throughout the Academic year.
- Be a Better Human Campaign
- Mate Active Bystander online training available to all students and staff.
- Audit of night-time safety and security risks on Bedford Park Campus.³⁰

Flinders Living Residents complete the following training and education programs.

Commencing Residents

- 90-minute face-to-face training program on Sexual Consent and Ethical Bystander Behaviour. It includes two peer-led break-out discussions. As part of this program, they are asked to then complete the online Consent and Respectful Relationships online module.
- Complete the online MATE Active Bystander program.

Student Leaders

- MATE Training –Members of the Executive Committee of the Flinders University Hall Residents’ Club together with Residential Tutors and Coordinators participated in a 3-hour face-to-face training program led by Andrea Rohde, an accredited facilitator.
- Responding to Disclosures of Sexual Harassment and Sexual Assault – Residential Tutors and Coordinators participate in this 90-minute, facilitated by Deputy Principal Flinders Living,

Residential Tutors and Coordinators receive additional training in other related areas including –

- Alcohol and Drugs Education (3 hours).
- Behind Closed Doors – a close-to-life simulation addressing key issues including a sexual harassment and sexual assault scenario (2 hours).
- Intersectionality and its relationship to student welfare (1.5 hours).
- Your role as a first responder (2.5 hours).
- Ethical standards, managing boundaries, responding to students in distress, confidentiality, understanding and appreciating Indigenous culture (all of which are weaved through the training).

²⁷ This training program was a collaborative project with Flinders University, University of SA and University of Adelaide to develop and customise a SA Consent and Respectful Relationships Victoria University online training module for all SA university students. Replaced the Epigeum Consent Matters online module.

²⁸ This is a blended learning workshop that also covers bullying and discrimination, it includes the requirement that participants complete prerequisite activities prior to attending the practical workshop, i.e. completion of the staff online ‘Responding to disclosures of sexual assault and sexual harassment’ online course.

²⁹ Noncompliance by club executives to complete these mandatory training modules will result in the temporary suspension of FUSA support. The club’s events and activations will not be approved to take place, the club will not be eligible for financial grants, and the club will not receive promotion from FUSA. Continued failure to comply with these requirements may result in disaffiliation from FUSA.

³⁰ Report pending.