Australian
National
Univ

ANU SEXUAL VIOLENCE PREVENTION STRATEGY 2019-2026

RESPECTFUL RELATIONSHIPS UNIT

SEXUAL VIOLENCE
SUPPORT SERVICES

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If you are concerned for your immediate safety or that of someone else, please contact the Emergency Services on 000 for assistance. This number can connect you to ambulance, re and police services.

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If you have experienced sexual violence and require immediate or ongoing assistance, you may contact one of the following services for free and con dential medical, crisis or counselling support services:

SUPPORT SERVICE	HOURS

On 1 August 2017, the Human Rights Commission released the largest student survey into sexual assault and sexual harassment on university campuses across Australia – *The Change the*

EXECUTIVE SUMMARY

B

On 1 August 2017, the Australian Human Rights Commission released *Change the Course – a National Report on Sexual Assault and Sexual Harassment at Australian Universities 2017*. The report and its recommendations were based on the results of a national survey of students.

The Vice-Chancellor of the Australian National University (ANU), Professor Brian Schmidt, accepted all nine recommendations including a recommendation to develop a plan for addressing the drivers of sexual assault and sexual harassment at ANU. Following the completion of several independent reviews recommended as part of *Change the Course*, it was acknowledged that to effectively prevent and respond to sexual violence across the University, a long-term, evidence-based and strategic approach was required. Further, it was acknowledged that to create an ANU free from violence, a holistic approach to cultural change was required, and this needed to include both academic and professional staff.

The ultimate vision of the Strategy is to create an ANU free from violence, where all who are part of the ANU Community:

- experience equality and respect in all their relationships; personal or professional;
- are empowered and respected where they live, learn, work and socialise; and
- are supported in their relationships to reach their full potential.

This Strategy will be implemented in three phases from mid-2019 to 2026 by the ANU Respectful Relationships Unit, which was established in January 2019 to lead the University's ongoing work in preventing and respond to sexual violence. A summary of each phase is included on pg. VII.

Each phase will be supported by a Rolling Action Plan, a separate document to the Strategy, which will be developed by the Respectful Relationships Unit in consultation with the ANU Community.

Actions and initiatives included in the rst Rolling Action Plan as part of Phase One of the Strategy will focus on building a strong foundation for prevention in the University. This includes ongoing work which preceded the Respectful Relationships Unit such as:

- Developing an online Sexual Misconduct Disclosure Form, which enables anonymous disclosures;
- Creating a central University 'data' hub for disclosures and reports of sexual violence, including the development of a Sexual Misconduct Taxonomy to improve data quality;
- Piloting a First Responders Network of staff across the University who volunteer to be trained to act as rst responders in cases of sexual misconduct;

- Scaling up the Respectful Relationships Student Ambassador Program, to leverage the power of peers to change social norms;
- Developing an overarching Sexual Misconduct Policy which outlines the broad principles of the University's commitment to prevent and respond appropriately and effectively to incidents of sexual violence; and
- Exploring the role of restorative approaches to preventing and responding to incidents of sexual violence in recognition of the other forms of healing, acknowledgement and validation sought by victim-survivors.

The Monitoring and Evaluation Framework for this Strategy measures progress towards six outcomes using a series of indicators that aim to assess change in the complex set of interdependent, intersecting, and entrenched factors that drive and reinforce sexual violence and violence against women.

The intended outcomes of this Strategy are:

- All members of ANU Community are aware of the causes and forms of sexual violence; who is affected by violence; and the impact of violence on victim-survivors;
- All members of ANU Community actively engage in prevention efforts, both as participants and facilitators;
- ANU is safe and inclusive;
- All members of the ANU Community live and practice con dent and respectful relationships while at the University;
- All members of ANU Community are aware of the disclosure and reporting processes and support services available; and
- Victim-survivors feel comfortable to disclose and to report

Our ultimate vision is to create an ANU free from violence, where all who are part of our community:

>Experience equality and respect in all their relationships; personal or professional;

1. F

Sexual violence and violence against women is preventable, but only if direct action is taken to address the drivers of these forms of violence as outlined in Appendix A.

Change the Story

Further, in recognition of the fact that most violent acts – whether against men or women – are perpetrated by men, this Strategy aims to engage male-identifying members of our community directly in prevention efforts. This Strategy acknowledges the aim of engaging men requires careful thinking about how to appeal to men without reinforcing notions of gender inequality. We will lead and co-design solutions to increase the representation of men in our prevention efforts, both as participants and facilitators.

6.

We aim for an ANU free from violence. Until this aim is achieved, we will work to build a response system that supports victim-survivors, recognises trauma, holds perpetrators to account, and is accessible, transparent and effective.

Individuals who have experienced sexual violence respond in different ways and have a variety of needs. We acknowledge that victim-survivors face barriers to disclosing and reporting experiences of sexual violence. Our response system must be trauma-informed and able to respond in exible ways for our diverse ANU community. This Strategy recognises that individuals have the right to choose their own path in accessing forensic, medical, counselling and justice services and in recovering from sexual violence.

We will work with victim-survivors to co-design and continuously improve our response system so that that there are clear entry points and pathways for people who have experienced sexual violence to access the support they need and to make informed choices about safety, recovery and justice.

People who have experienced sexual violence have often experienced other forms of violence including physical or psychological abuse, neglect, and/or domestic and family violence. These experiences can impede recovery, give rise to challenging behaviours, and require responses to multiple needs. Our response system will be one where rst responses and ongoing care are trauma-informed and respond effectively to all

The priorities of this Strategy are designed to work together in a university-wide way to generate the traction needed to eliminate sexual violence and all forms of violence against women at the University.

1. B

To implement this Strategy effectively, we will need to ensure our prevention activities are overseen and coordinated within and across the University and the broader ACT community.

A strong prevention system for the University will include:

- Leadership across all levels of the University;

- Policy and legislative reform;

- An expert workforce;

- Mechanisms for coordination, collaboration, and quality assurance; and

- Shared monitoring, reporting, and evaluation frameworks.

The ANU Respectful Relationships Unit was established for this purpose and will play a lead role in building and coordinating the University's prevention structures and systems. However, no single area of the University can drive the multifaceted and interdependent changes needed. Signi cant effort and investment will be needed across all levels of the University – Colleges, residences, business units and student and staff communities – working collaboratively.

2.

There are already some prevention activities, programs and initiatives that have been effective at ANU or are considered good practice in universities. We will coordinate the testing and replication of such initiatives, ensuring that they are evidence-based. As we expand promising prevention activities to identi ed

Monitoring and evaluating our processes and measuring
outcomes allows us to see what works – and what does not
– in creating lasting change. This will ensure that we focus our
efforts on effective ways of in uencing individual and community

G

The range of social and cultural characteristics relating to, and differentiating between, masculinity and femininity. Gender is a different concept from sex, which refers to the physical and biological characteristics of person

G   D

The speci c elements or expressions of gender inequality that are most strongly linked to violence against women. They relate to the structures, norms and practices arising from gender inequality in public and private life. The gendered drivers are the underlying causes required to create the necessary conditions in which violence against women occurs. They must always be considered in the context of other forms of social discrimination and disadvantage

Primary Prevention
Whole-of-population initiatives that address the primary, or underlying, drivers of violence

Secondary Prevention
Secondary prevention, or early intervention, aims to 'change

APPENDIX A: DRIVERS AND REINFORCING FACTORS OF VIOLENCE

1 G   **-D**   **⊿**   **(C**   **, 2015)⁶**

C

When societies, institutions, communities or individuals support or condone violence against women, levels of such violence are higher. Men who hold such beliefs are more likely to perpetrate violence against women, and both women and men who hold such beliefs are less likely to act to support victims and hold perpetrators to account.

Violence against women is condoned both through widely held beliefs and attitudes (social norms), and through legal, institutional and organisational structures and practices that re ect and reinforce them. This driver includes social norms, structures and practices that:

- Justify violence against women, based on the view that it is acceptable for men to use violence. For example, justifying a man using violence against a female partner who has had sex with another man;

- Excuse violence by attributing it to external factors, such as mental health status, use of alcohol or stress, or proposing that men cannot be held fully responsible for violent behaviours due to inability to control their need for sex;

- Trivialise the impact of violence, based on the view that the impacts are not suf ciently serious to warrant action;

- Downplay violence by denying its seriousness, denying that it occurs or denying that certain behaviours are violence at all; and

- Shift-blame for the violence from the perpetrator to the victim.

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Violence is more common in families and relationships in which men control decision-making and less so in relationships in which women have a greater level of independence: this has been shown both internationally and in Australia. There are several potential ways in which male dominance of decision-making, along with limits to women's autonomy or independence, contribute to violence against women:

- By sending a message to both men and women that women have a lower social value, are less worthy of respect, and are therefore more legitimate targets of control by violence;

- By making women economically dependent on men, such that men believe they can perpetrate violence with social or legal impunity, and so women can nd it dif cult to leave violent relationships;

- By undermining women's participation in the public sphere, particularly in formal decision-making and civic action.

Levels of violence against women are signi cantly and consistently higher in societies, communities and relationships where there are more rigid distinctions between the roles of men and women and between masculine and feminine identities, or what an 'ideal' man or woman is. Research has consistently found that men who hold traditional, hierarchical views about gender roles and relationships are more likely to perpetrate violence against women.

Rigid constructions of, and a strong belief in, gendered personal identities or what it means to be 'masculine' or 'feminine' are also key drivers of violence against women. People who see men and women as having speci c and distinct characteristics are more likely to condone, tolerate or excuse such violence. This applies to notions of masculinity and femininity.
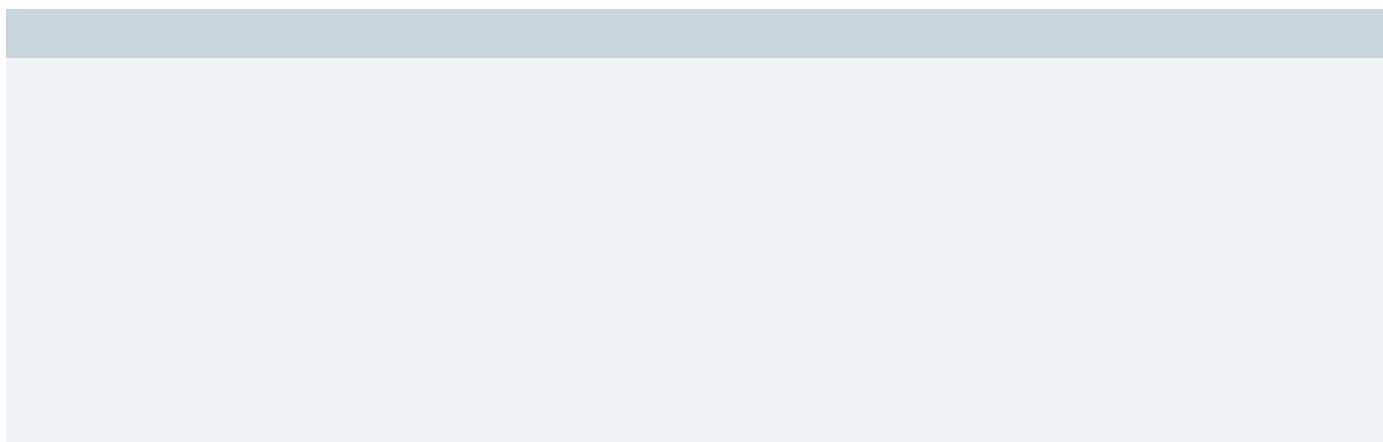
APPENDIX B: INITIAL PROCESS AND OUTCOME INDICATORS

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#	Process Indicator
P1	Leadership to prevent violence against women is demonstrated at all levels of the University.
P2	Respectful Relationships Unit provides leadership, technical assistance, program development, and policy support to stakeholders across the University
P3	Overarching coordination and advisory structures guide the design, development and evaluation of prevention efforts, with diverse representation from student, staff and community sector stakeholders.
P4	Criteria exist and are implemented for quality assurance in program development, including for design, implementation and evaluation.
P5	

GENDERED-DRIVER	#	OUTCOME INDICATOR
Limits to women's independence in university life	O5.1	Percentage of female members of ANU Community surveyed who have experienced sexual harassment or sex discrimination in the University; and perceptions of how the ANU would respond to sexual harassment cases
	O5.2	Percentage of women in the University who report feeling unsafe in university spaces
Male peer relations that emphasise aggression and disrespect towards women	O6	University community attitudes towards male peer relations that emphasise aggression and disrespect towards women (when they are among their male friends)

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REINFORCING FACTOR	#	OUTCOME INDICATOR
Condoning of violence in general	O7	Gendered attitudes towards violence and acceptability of violence in general
Experiences of and exposure to violence	O8	Percentage of men who reported experiencing violence by a male perpetrator in the past 12 months (male victims of male on male violence)
Weakening of pro-social behaviour (harmful use of alcohol)	O9	Percentage of university community who report that, in the past 12 months, their drinking or being drunk: has had a harmful effect on their intimate relationship has had a harmful effect on their peers or colleagues; played a role in them getting involved in a (verbal and/or physical) ght
Backlash factors	O10	University community attitudes which express denial of continued gender inequality and hostility towards women
Socio-economic inequality and discrimination	O11.1	Proportion of university community reporting having personally felt bullied, discriminated against or harassed at the University in the past 12 months
	O11.2	Proportion of university community who hold discriminatory views around race, sexual orientation, religion, age, disability, etc.

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| #	OUTCOME INDICATOR
O12	Proportion of women in the University subjected to physical, sexual or psychological violence, by a current or former intimate partner in the last 12 months
O13	Proportion of women in the University subjected to sexual violence by persons other than an intimate partner in the last 12 months
O14	Percentage of women in the University who have experienced sexual harassment or sex discrimination in the past 12 months

1 Our Watch (2015) *Change the Story*, available at: https://www.ourwatch.org.au/What-We-Do/National-Primary-Prevention-Framework (accessed 12 March 2019)

2 Our Watch (2015) *Change the Story*, available at: https://www.ourwatch.org.au/What-We-Do/National-Primary-Prevention-Framework (accessed 12 March 2019)

3 Australian Institute of Family Studies (2007), Vicarious trauma and other issues facing those who work in the sexual assault eld available at https://aifs.gov.au/publications/feeling-heavy/what-vicarious-trauma (accessed 12 March 2019)

4 https://www.anu.edu.au/news/all-news/vcs-update-our-values

5 Lovat, Terence, Ron Toomey, and Neville Clement, eds. International research handbook on values
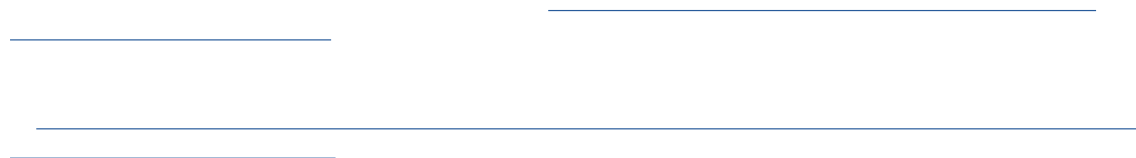
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