

Deakin University

Respect and Sexual Harm Prevention

2023 Annual Report



Acknowledgement of Country

Deakin University acknowledges the Traditional Custodians of all the unceded lands, skies and waterways on which Deakin students, staff and communities come together. As we learn and teach through virtually and physically constructed places across time, we pay our deep respect to the Ancestors and Elders of Wadawurrung Country, Eastern Maar Country and Wurundjeri Country, where our physical campuses are located. We also acknowledge the many First Nations from where students join us online and make vital contributions to our learning communities.

Artwork credit: Nathan Patterson.



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Introduction

Throughout 2023, findings from the Australian Government Australian Universities Accord have provided a backdrop to much of the sexual harm prevention work undertaken at Deakin. The Accord Interim report reflected on data from the 2021 National Student Safety Survey and identified university students' experiences of sexual assault and sexual harassment as a key issue for immediate attention. In November 2023, Education Ministers released a Draft Action Plan Addressing Gender-based Violence in Higher Education for further consultation. Deakin continues to engage in discussion of the Draft Action Plan and to prepare for the anticipated National Student Safety Survey should it be run again in 2024.

2023 also saw changes in legislation, impacting both sexual harm prevention and response work undertaken at Deakin. Of significance were changes to the *Sex Discrimination Act 1984* (Cth), placing positive duty on organisations to prevent workplace sexual harassment, sex-based harassment, sex discrimination, hostile work environments and victimisation.

While responding to this changing landscape Deakin has continued to foster a connected, safe, inclusive, and respectful work and study environment. We set strong standards of behaviour and continue our commitment to actively challenging views that condone violence, disrespect, power imbalances and inequality. This commitment extends to our physical campuses, and all online and workplace environments, including those accessed by Deakin students through their internships or placements.

The Respect and Sexual Harm Prevention Report 2023 highlights the sustained work undertaken as part of prevention activities across our five areas of focus, along with data outlining sexual harm reports made by students, staff, and associates.

In 2024, work will commence on the development of a new four-year Respect and Sexual Harm Prevention Plan. We will continue to work collaboratively to educate all members of our University community, building our capacity and working with government, experts, and other tertiary institutions to explore ongoing opportunities to share good practice.



Professor Iain Martin
Vice-Chancellor

Respect and Sexual Harm Prevention at Deakin

Deakin is committed to fostering a connected, safe, inclusive, and respectful work and study environment. ***Deakin's Respect and Sexual Harm Prevention Strategy (2021–2024)*** and accompanying action plans are an important part of the University's work to build and maintain a safe and respectful community, building upon activities and work undertaken in previous years. The Strategy outlines five key priority areas including:

1. Respectful Communities
2. Sexual Harm, Gendered Violence, Consent, Power, and Authority
3. Academic Teaching and Learning
4. Community Education, Partnerships and Engagement
5. Monitoring, Evaluation and Reporting



The Strategy reflects our commitment to work collaboratively across different levels and teams within the university and aligns with principles of best practice set out in:

- The Australian Human Rights Commission (AHRC) *Change the Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities* (2017),
- Tertiary Education Quality and Standards Agency (TEQSA) *Good Practice Note Preventing and Responding to Sexual Assault and Harassment in the Higher Education Sector* (2020),
- Universities Australia *Sexual Harm Response Guidelines* (2016, revised 2023)
- Australian Human Rights Commission (AHRC) *Respect@Work Report* (2020),
- Universities Australia (UA) *Principles for Respectful Supervisory Relationships* (2018),
- Our Watch, *Educating for Equality* (2021),
- Our Watch, *Workplace Equality and Respect* (2021)
- *National Plan to End Violence Against Women and Children 2022–2032* (2022)
- Universities Australia *Primary Prevention of Sexual Harm in the University Sector Good Practice Guide* (2023)

Deakin's **Sexual Harm Prevention and Response Policy** (the Policy) and **Sexual Harm Response Procedure** provide the framework within which all prevention and response activities are undertaken. Through this framework Deakin defines sexual harm under three broad categories: sexual assault (including rape), sexual harassment, and any other behaviour of a sexual nature that may constitute student or staff misconduct.

The Vice-Chancellor's Sexual Harm Prevention and Response Advisory Group oversees Deakin's sexual harm prevention and response programs of work, meeting three times per year. This Group takes direct responsibility for shaping Deakin's prevention and response initiatives and for monitoring and evaluating actions taken.

This document provides an overview of Deakin's respect and sexual harm prevention program of work in 2023, including progress towards key initiatives and activities outlined in the 2023 Action Plan. Also included is an overview of reports of sexual harm brought to the attention of the University between 1 January 2023 to 31 December 2023. A further discussion of sexual harm data classification is included as part of this report.

Maintaining a safe and supportive community

Community training and capacity building

Deakin continues to provide education, training, and capacity building for all members of our community.

Students are enrolled in a voluntary **'Respect at Deakin' module**. The module takes a strength-based approach to invite students to learn more about how they can contribute to a positive and respectful culture at the University, whilst supporting them to study, work and socialise in a safe and supportive environment.

Higher Degree by Research (HDR) students have access to a tailored version of the module. The module includes the topics covered in 'Respect at Deakin' with additional sections exploring factors that may impact on supervisory relationships, including power and authority, constructive feedback, and support for both candidates and supervisors.

Compliance modules covering 'Responding to disclosures of Sexual Harm' and 'Respectful Behaviours' continue to be available to staff.

Capacity-building workshops are offered to staff, student leaders and students. A Guest Lecture Program, designed to raise awareness and upskill students and academics within specific study programs, promote diversity, equity and inclusion initiatives and increase engagement with capacity-building offerings continues to be offered.

Briefings and presentations on respect and sexual harm prevention are delivered regularly to senior managers, executives, Academic Board, Council, and staffing teams.

Awareness raising of report and support services

Deakin promotes and raises awareness of reporting and support services within and beyond the University via a range of communication channels including Student Unit Guides, Deakin website, **Deakin Sync** (student website), **Student blogs**, Staff Network Articles, briefings, presentations, social media, newsletters, podcasts, apps, digital signage, emails, webinars, forums, on-campus activations and campaigns.

Student leaders across the University are heavily involved in communications and messaging, co-designing, promoting and reinforcing a positive and inclusive environment.

Tailored support via Safer Community

Safer Community provides advice, support and information to students, staff and associates impacted by sexual harm, family violence and/or behaviours of concern. Safer Community Advisers also act as the central point of contact where there is concern a student may be missing. Finally, Safer Community Advisers support members of the Deakin community to ensure compliance with Child Protection reporting obligations. Students, staff, and associates may engage with Safer Community regardless of whether harm has occurred on campus, online or in their private lives.

Services offered by Safer Community can be broadly defined under four categories:



Students, staff, and associates may choose to make a disclosure or a report to Deakin University. A disclosure is made for the purpose of accessing one of the above services, while a report is made for the purpose of enacting relevant complaint or misconduct procedures.

Safer Community Advisers have a broad range of professional expertise, with educational backgrounds in psychology, counselling, social work and specialist family violence support. Safer Community Advisers undertake annual professional development to ensure currency of expertise and are supported through regular supervision.

Safer Community is designated as the central point of contact through which disclosures and reports of sexual harm, made to areas across the University, are collated, analysed, and reported. This mechanism is articulated in relevant policies and procedures, with data used to meet a range of legal obligations and reporting requirements. This includes, but is not limited to, reporting to the Workplace Gender Quality Agency and WorkSafe. This centralised mechanism for data collection and classification ensures confidentiality, consistency, and accuracy of reporting. In 2022 the Deakin Executive considered a report on sexual harm, endorsing the current approach to sexual harm data management and reporting.

Harassment and Discrimination Contact Officer (HDCO) Network

The **HDCO Network** provides confidential information and support to students, staff and associates who wish to report discrimination, sexual harassment, bullying, vilification, and victimisation. HDCOs provide information on relevant policies and can attend meetings in the capacity of a support person. The HDCO Network is managed by the Coordinator, Mediation and Complaints within the Diversity, Equity, and Inclusion Division. HDCOs support Deakin in meeting positive duty obligations set out in Equal Opportunity legislation and often act as the first point of contact for those seeking to make a report of discrimination, sexual harassment, bullying, vilification, and victimisation.

Student accommodation at Deakin University

Deakin Residential Services (DRS) owns and operates all residential facilities at Deakin University (circa 3000 beds) across Warrnambool, Geelong Waterfront, Geelong Wairn Ponds and Melbourne Burwood campuses.

As a true reflection of the 24/7 nature of student accommodation, **DRS employs professional staff to work at each campus reception location 24/7, 365 days of the year** in addition to working alongside residential Campus Support Officers. This is a point of difference from many other student residence providers, where staff are often on-call rather than present on-site overnight. All relevant staff are trained in responding to disclosures, Mental Health First Aid and incident reporting. In addition to the working reception teams, DRS has an out of hours on-call team, comprising of Campus Life Coordinators who are trained additionally in ASSIST Suicide Prevention, Respectful Relationships and Bystander Intervention.

Removal of students as first responders has allowed for a volunteer student **Residential Leadership model** focused on identifying and referring concerns as well as modelling our community values. These leaders are given an extensive suite of training, including detailed consent and respectful relationships training, responding to disclosures, identifying, and responding to behaviours of concern and more. They are also required to complete the University's Respect at Deakin module.

DRS' RESPECT values guide community expectations and standards and are meaningfully embedded into all facets of DRS' operation and a **formal indexation of their success** is taken each year to validate their impact. In practice, they create a shared sense of accountability and responsibility for the residential community, and they inform student and staff behavioural expectations, are used extensively throughout Residential Leader training and development, as well as through the incident response process. Regular incident reviews are conducted to track trends, address concerns, and ensure a consistent and professional response, and DRS also meets regularly with Safer Community and other key stakeholders, to ensure strict adherence to reporting processes, and a united approach to student support and incident response.

All students residing within student accommodation at Deakin are required to complete an interactive **online induction module** pre-arrival which includes direct reference to the RESPECT values, consent, bystander intervention, respectful behaviours, and sexual harm, culminating in a test with a required pass rate of 70% or higher. Within 24 hours of arrival, residents attend a face-to-face compulsory briefing reiterating key messages.

New students also attend a compulsory 'Safe Partying' presentation by an external guest speaker. Residents attend six compulsory meetings throughout the year, providing key updates and information and re-articulating messages about consent, respect and accountability. These messages are also reinforced through other events and initiatives, such as the Real Talk events, which see high-profile guest speakers come onto campus and share their journeys and learnings in this area. In this way, DRS delivers these messages through a new lens, packaged in a way that is appealing to students.

Sexual harm reports 2023

Sexual harm data at Deakin

When collecting sexual harm data, Deakin makes a distinction between incidents with a direct affiliation to University business and those with an indirect affiliation. Incidents with a direct affiliation are those where University legislation, policy and/or procedure provide a framework through which a member of the Deakin community may be held to account for alleged behaviour, for example through staff complaint and/or misconduct processes.

Incidents with an indirect affiliation are those where there is a nexus with University business, but where Deakin legislation, policy and/or procedure do not provide a framework through which the University could hold a person to account in response to an allegation of sexual harm – for example, where a student makes a complaint about the actions of a member of the public on a Deakin campus.

It is important to acknowledge that staff, students and associates who disclose a sexual harm incident are not obliged or required to make a report, either internally to Deakin or externally to, for example, Victoria Police. As a university we have a comprehensive risk management process in place and, wherever safe and appropriate to do so, will place the wishes of the person who has experienced harm at the center of our response. As a result of this approach, incidents with a direct affiliation to the University may have no associated staff or student complaint or student misconduct outcome.

Deakin also provides advice and support to staff, students and, in some instances, associates who disclose a non-affiliated incident of sexual harm. Non-affiliated incidents are those with no nexus to University business, for example an historical sexual assault.

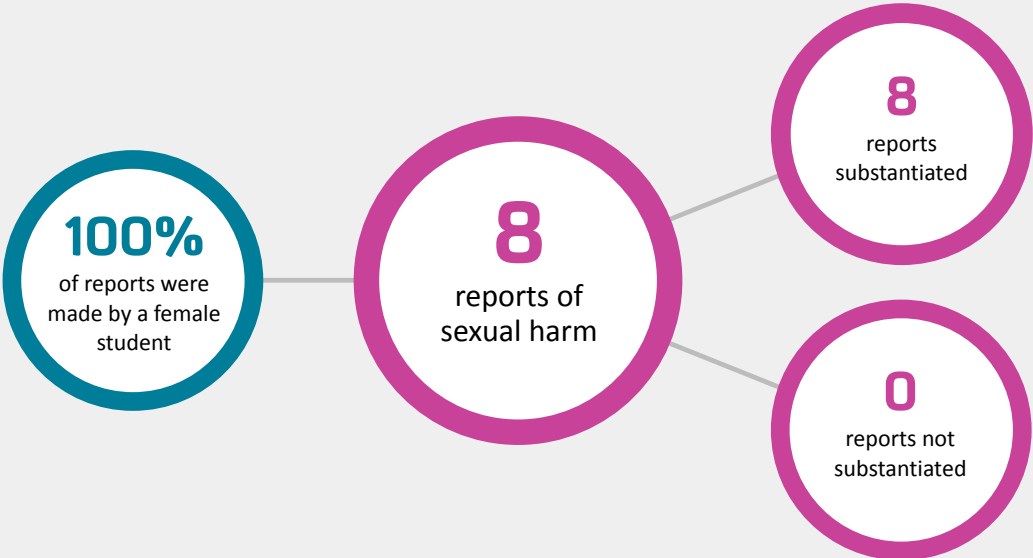
In 2023, there were 8 substantiated allegations of sexual harm perpetrated by a Deakin student and with a nexus to the University, equivalent to the number in 2022. In 2023, there were 2 allegations of sexual harm perpetrated by Deakin staff, compared with none in 2022.

2022 and 2023 have both seen an increase in sexual harm reports compared to 2021, when 2 reports were received. While numbers remain low, the continued increase in the number of reports likely reflects an increased awareness of Deakin's support and reporting options – itself a further sign of the success of the initiatives highlighted in this report.

Reports made against staff¹



Reports made against students²



1. Total number of staff employed by Deakin (including casuals and contracted staff) 7,461. Staff numbers have been taken from Deakin’s WGEA 2022–2023 submission.
2. Total number of students 58,822. Student numbers have been taken from Deakin at a Glance 2023.

Management of sexual harm reports

Disclosures and reports of sexual harm are collected by the Safer Community Team, however only reports of sexual harm, responded to in line with relevant complaint and disciplinary procedures have been included in this report. Students, staff and associates are not required to make a report in order to access Safer Community services.

Application of Deakin policies and procedures is contingent on the parties involved in an allegation. Allegations of sexual harm made:

- by a student where a staff member is the respondent are considered under the Student Complaints Resolution **policy** and **procedure** and the **Code of Conduct (staff)**.
- by a student where a student is the respondent are considered under the Student Complaints Resolution policy and procedure and the **Student Misconduct Procedure**.
- by a staff member where another staff member is the respondent are considered under the **Complaints: Discrimination, Sexual Harassment, Victimization and Vilification (Staff) Procedure** and the Code of Conduct (staff).

If a formal investigation is initiated, and the respondent is a staff member, an external investigator is engaged by the relevant area within Deakin to conduct an investigation. Should the investigation substantiate the allegations, findings are provided to the team managing the complaint in line with the above framework and from there to People and Culture.

At Deakin, reports of sexual harm allegedly perpetrated by a student against another member of the University community are considered by a specialist Sexual Harm panel within the Student Misconduct Committee (the Committee), supported by the Student Conduct team in the Office of the Dean of Students. Dedicated Committee Chairs and panel members bring expert professional and research experience to their roles, typically in fields such as psychology, criminology and law. Newly appointed Chairs and panel members receive specialised training from the Student Conduct and DEI teams designed to hone their awareness and understanding of sexual harm issues in a higher education context.

In 2023, the Committee largely imposed educative rather than punitive outcomes. Educative outcomes typically include attending training or participating in tailored education, while punitive outcomes include suspension or exclusion. The choice between educative and punitive outcomes is based on the nature and type of the sexual harm report made by a student and the Committee's assessment of the most appropriate outcome for the respondent. If a student does not complete an educative outcome, the Committee may consider imposing a subsequent punitive outcome.

As with the increased number of reports in 2022 and 2023 in comparison to 2021, the trend of seeing largely educative outcomes imposed by the Committee may be considered a positive sign. These outcomes indicate that more students are reporting a broader range of sexual harm concerns to Student Conduct for consideration by the Committee, further highlighting an increased awareness of Deakin's support and reporting functions within our student community. Despite this trend, Deakin acknowledges that under-reporting remains a concern and continues to deliver prevention-led activities through the Respect and Sexual Harm Action Plan 2023. Activities in this Action Plan include those designed to raise awareness of report and support options available across the university.

Respect and sexual harm prevention work in 2023

Training and capacity building

Capacity building workshops continued to be delivered to staff and students throughout the course of 2023 with the number of staff and students engaged in training workshops significantly increasing since 2022.

In addition to existing offerings:

▶ A pilot male allyship program was developed and facilitated in 2023. Development of this program included a comprehensive literature review, consultation with twenty male and female leaders across Deakin and delivery of test program to very positive feedback. The pilot phase will continue with further refinement and expansion in 2024.

▶ Discussions with the **Sexual Assault and Family Violence Centre (SAFV)** in Geelong and with **Elephant Ed** have commenced exploring opportunities for collaboration, including exploration of the variety of training offerings and opportunities to enhance our prevention practice. In late 2023, sexual harassment workshops were offered to staffing teams to ensure awareness of positive duty requirements.

▶ Deakin University has become the first institution internationally to lead research with funding received from the UK-based organisation, Advance HE. The funding enabled Deakin Learning Futures to evaluate the feasibility of Deakin's **'A Day in the Life' 360-degree immersive learning experience**, a concept developed by Deakin's Diversity, Equity and Inclusion division. The **immersive learning experience** explores themes such as sexual harassment and discrimination and forms an important part of how Deakin is working to build a strong culture of safety, mutual respect, and inclusion. The Nyaal 360-degree immersive learning vignettes have been incorporated as part of relevant training offerings.

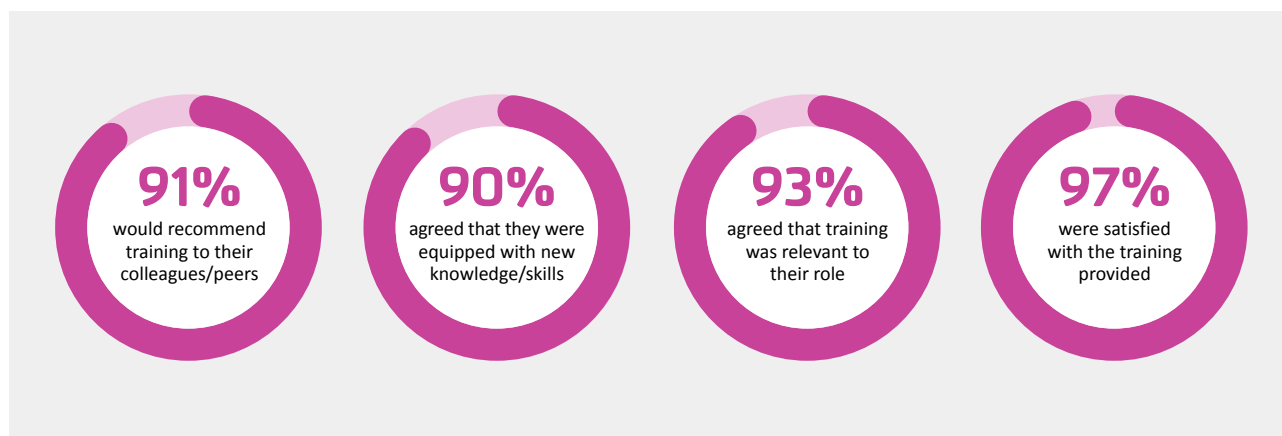
▶ Work is underway to extend training offerings beyond staff and student leaders to our general student population. This included offering 'taster' workshops, shorter style sessions to provide introductory content.

Training and capacity building (continued)

Feedback for DEI training is collected through a voluntary online post-training survey, opt-in 3-month post-training interviews, and Mentimeter activities conducted in training sessions. 315 participants submitted an evaluation survey (including 84 students and 219 staff), representing 26% of total participants in DEI training programs. Three-month post-training interviews were completed with 17 staff.

Participant feedback indicates:

- 91% would recommend training to their colleagues/peers.
- 90% agreed that they were equipped with new knowledge and skills.
- 93% agreed that training was relevant for their role.
- 97% were satisfied with the training provided.



Presentations, briefings, and information sessions were delivered to senior leaders, executive and staffing teams including Deakin's inaugural annual Respect and Sexual Harm Report 2022 to Executive, Audit and Risk, and Council in May. The Diversity, Equity and Inclusion leadership team presented to the Academic Board in February, and various professional and faculty teams throughout the year raising awareness and understanding of DEI priorities, including respect and sexual harm prevention. Safer Community also delivered 26 presentations to stakeholders across the university to raise awareness of the service and encourage reporting.

Training and capacity building at a glance

Program	Cohort	Completion
Respect at Deakin Online Module	Students	5%
Respect at Deakin HDR Online Module*	HDR Students	15%
Respect at Deakin Workshops	Student Leaders	21
Responding to Disclosures Online Module	Staff	94%
Respectful Behaviours Online Module	Staff	82%
Positive and Ethical Supervisory Relationships Workshop (Part 1)	HDR Coordinators, Supervisors and Candidates	Part 1: 52
		Part 2: 64
Understanding and Responding to experiences of Interpersonal Violence Workshop	Staff	Part 1: 38
	Staff	Part 2: 25
	Students and Staff	Taster: 3
Responding to Disclosures of Interpersonal Violence	Staff	95
Family Violence and Sexual Harm – Supporting other Students	Students	95
Bystander Intervention	Students and Staff	Part 1: 36
		Part 2: 16
		Taster: 53
Cultural Intelligence	Students and Staff	Workshop: 284
	Students and Staff	Taster: 22
Responding with Insight	Staff	13
Student Misconduct Committee (SMC) Sexual Harm Chair/Panel training	Onboarding SMC Sexual Harm Chairs/panel members	3
Harassment and Discrimination Contact Officer Training	HDCO Staff	63
Disability Awareness	Staff	58
Harassment and Discrimination Officer (Role Specific)	HDCOs	63
LGBTQIA+ Inclusion	Staff	127
LGBTQIA+ Ally	Staff	30
Managing Difficult Situations	DUSA Exec, Club Leaders, Staff	27
Inclusive Language	Students and Staff	Workshop: 145
		Taster: 29
Unconscious Bias	Staff	144
Guest Lecture Program	Students and Academics	536

* This data reflects the number and percentage of students who have completed the module in 2023. The module is compulsory and students must complete the program before finalising their HDR studies.

Training and capacity building at a glance (continued)

Deakin Residential Services (DRS) delivered a range of training to Residential Leaders and the broader residential community to raise awareness about consent, foster a respectful community and reduce instances of sexual harm.

Program	Cohort	Completion
Respectful Relationships, Responding to Sexual Harm and Consent Training	Residential Leaders (RLs)*	100%
Respect at Deakin Online Module	RLs*	100%
Residential Induction (including consent)	Incoming residents*	100%
Safe Partying Workshop	Incoming residents*	100%
Compulsory Welcome incl. consent content reiteration	Incoming residents*	100%
LGBTQIA+ Awareness and Allyship Training	RLs*	100%
Behind Closed Doors Panel (about role and any complex concerns)	RLs*	100%
RESPECT Values Workshop	RLs*	100%
Privilege education and learning about drivers of disadvantage/prejudice	RLs*	100%
Real Talk Events (x 2) (Burwood and Geelong)	All residents	73 attendees

* Compulsory attendance

Awareness raising of report and support services

Work has continued to promote and raise awareness of reporting and support services within and beyond the University.

An inaugural '**Respect at Uni**' campaign was facilitated in March, engaging stakeholders across the University and in partnership with other Victorian tertiary institutions to promote respect and sexual harm prevention. A '**what does respect mean to you?**' video was co-created with Deakin students and promoted via social media.

Light it Purple was held 6 May, in partnership with local community groups, lighting up signage at Deakin's Waterfront, Waurin Ponds and Burwood campuses in remembrance of those killed as result of family violence and the **16 days of activism** against gender-based violence campaign was promoted from 25 November–10 December.

A variety of articles relating to respect and sexual harm prevention including information regarding report and support services within and beyond Deakin were featured as part of student life blogs and Deakin's Staff Network. This includes stories relating to **Respect at Uni Week, promoting and supporting a safe community for all**, the **Respect at Deakin module**, **Light it Purple**, and **changes to sexual consent laws**. Various communication activities were also undertaken with staff and students to promote Deakin's Safer Community Service.

A comprehensive **Online Safety** webpage for students was developed by Student Services covering valuable information and resources relating to online safety. The webpage includes tips for staying safe online, strategies for dealing with technology-facilitated abuse, and guidance on addressing image-based abuse. eSafety messaging was promoted throughout the year via a range of webinars and campaigns including **Safer Internet Day**.

Finally, the respect and inclusion program of work was also promoted via the Respect Belong Thrive podcast series including:

- ***A conversation about identity and acceptance with Elisabeth Lane***
- ***A conversation around rainbow families with Meghan Kelly***
- ***A conversation about gender identity and families with Hero Macdonald***

Continuous improvement of policies, procedures and processes

In 2023, the following activities were undertaken to ensure continuous improvement including:

- Deakin's Domestic and Family Violence **policy** and procedures (**students** and **staff**) were reviewed including examination of policies, procedures, and practices in place across other universities and organisations.
- Information flyers and handouts for Campus Support Officers (Security), students and student leaders and training participants were crafted or refreshed.
- A review of relevant staff compliance modules commenced in late 2023, with work progressing into 2024. In the interim, minor required updates were made within modules including 'Responding to Disclosures of Sexual Harm' and 'Deakin Essentials'.
- Legislative changes and educational materials relating to affirmative consent were updated and included in relevant staff and student facing resources (guest lectures, case studies, training workshops and handouts).
- An audit of information and methods used to communicate with students about safety and sexual harm prior to and during placements and internships was conducted. As an initial measure to enhance awareness and communication to students, a briefing was provided to Work Integrated Learning Placement staff with identification of further opportunities for improvement in 2024.
- Work was undertaken with Deakin's Student Association (DUSA) to update the un-incorporated club constitution template. Changes to club constitutions provide additional guidance on behaviours which may constitute a breach of the University's *Student Code of Conduct*. Club Executives received training on referral pathways should they experience, or become aware of, behaviors which may constitute a breach of the *Student Code of Conduct*, in particular via the Student Conduct team.
- A review of Deakin's existing surveys was conducted, highlighting opportunities to obtain baseline data, incorporate new questions in future surveys where relevant, and track impact over the course of the Respect and Sexual Harm Plan. Ongoing, consistent measures will assist in assessing progress and emerging themes.
- A new AMBER Meeting structure was developed and delivered to allow for escalation of cases where a coordinated, multi-area approach is required. The new structure provides significantly more flexibility to bring together appropriate resources in response to cases where a multi-area approach is required but the matter does not meet criteria for escalation to the university Critical Incident Response Team (CIMT).
- A simplification of online reporting was completed in partnership with external vendor Symplicity to improve customer experience and reporting of sexual harm and family violence. A partnership with IT services was also developed to streamline Safety Planning.

External partnerships and collaboration

Deakin continues to partner with external community, government, specialist agencies and other tertiary institutions as part of its respect and sexual harm program of work.

The CEO of the **Sexual Assault and Family Violence Centre (SAFV)** in Geelong was invited to be a member of Deakin's Sexual Harm Advisory Committee, providing independent and expert advice and feedback on Deakin's strategy and Action Plans.

Deakin was involved in community initiatives, partnering with **Meli** and the Sexual Assault and Family Violence Centre (SAFV) in Geelong as part of a '**Light it Purple**' campaign and candlelit vigil in May and **16 Days of Activism** in November.

Deakin Residential Services (DRS), in collaboration with the Geelong Cats and stakeholders across Deakin presented two 'Real Talk' events to raise awareness about respectful relationships, positive culture and accountability within the residential precinct. Events featured guest speakers from Geelong Cats (AFLW and AFL players) and ex-Australian cricketer Damien Fleming, with 73 attendees across two events. Marion Grey (CEO, DRS) has also been a member of the Stakeholder Reference Group, providing advice and guidance as part of the development and planned implementation of the Draft Action Plan Addressing Gender-Based Violence in Higher Education.

Deakin's respect, sexual harm and conduct practitioners were involved with and attended a range of events, training, webinars and activities to enhance our program of work. This included:

- A '*Young People and Respect Webinar*' facilitated by White Ribbon Australia, featuring Chantel Contos and Seb Haddock.
- A '*Consent and Respect Workshop*' organised by St Joseph's College in Geelong, featuring speaker, Richie Hardcore.
- An '*Affirmative Consent*' webinar featuring a range of experts sharing information on the proposed legislative changes.
- A workshop discussing the prevention of sexual harassment in nightclubs and venues coordinated by a Deakin PhD student and Vic Police.
- Two presentations to the Australasian Safer Community Symposium, sharing the Symplixity database and the collaborative and coordinated approach to prevention, response and conduct at Deakin.

Deakin was engaged as one of ten universities around Australia as part of a Universities Australia (UA) working group to develop a **Primary Prevention in Sexual Harm Good Practice Guide** for the sector. The guide was launched and published as part of a national Community of Practice event in July 2023. Deakin was also successful in having two case studies of good practice featured in the Guide including programs of work relating to positive and ethical supervisory relationships and DRS' Respect Values.

External partnerships and collaboration (continued)

Deakin has also continued to drive collaboration with other universities in the state via the **Tertiary Primary Prevention Network (TPPN)**, a volunteer network of staff involved in primary prevention. Deakin's Senior Manager, Gender Equity, Respect, and Inclusion acts as the Network Coordinator, leading the strategic direction of the group. In 2023:

- Deakin coordinated and facilitated the Network Staff Forum in February 2023, with nineteen staff from across the state in attendance from RMIT, La Trobe, Deakin, and Swinburne. The event featured a keynote speaker, Katrina Marson, and provided an opportunity for staff to discuss a range of topics and future opportunities for collaboration including data collection and evaluation, education, and training, and increasing the student voice.
- In March 2023, universities across the state were involved in Respect at Uni Campaign. This campaign involved the use of a shared logo, statement of intent and facilitation of a range of events and activities to raise awareness of respect and sexual harm prevention in higher education.

Priorities for 2024

In the fourth and final year of the current Respect and Sexual Harm Prevention Strategy, Deakin will focus on continuing to extend our training and capacity building program reaching greater numbers of the general student population, raising awareness of report and support services in advance of the proposed 2024 National Student Safety Survey and continuing collaborative work across the sector to advance and enhance our respect and sexual harm program of work.

Focus will be drawn to:

- Coordinating and delivering tailored respect and sexual harm prevention campaigns in partnership with stakeholders across the University to raise awareness of report and support services.
- Continuing to engage senior managers and executive with Deakin's respect and sexual harm initiatives including delivery of an executive briefing by Kate Jenkins, former Sex Discrimination Commissioner, to members of the senior leadership team within Deakin and Barwon Health.
- Continued expansion of the Guest Lecture program designed to raise awareness and upskill students and academics within specific programs of study, promote the broader work of Diversity, Equity and Inclusion and increase engagement with capacity building offerings.
- Engaging with students, staff, and the broader Deakin community to prepare for and raise awareness of the proposed 2024 National Student Safety Survey.
- Refining and enhancing Deakin's approach to the prevention and response to workplace sexual harassment including for those students participating in internships and placements.
- Further exploration of opportunities to raise the profile of the respect and sexual harm program of work, positioning Deakin as a leading institution in primary prevention in the tertiary sector including leading priority projects as part of the Victorian Tertiary Primary Prevention Network.

Deakin will also ensure our program of work meets the requirements outlined in the [Draft Action Plan addressing gender-based violence in higher education](#) as this becomes finalised.

2024 also marks the conclusion of Deakin's four-year plan (2021–2024) with development of a new plan underway in the second half of 2024. Stakeholders across the University, including students, will be involved in reviewing progress to date and priorities for the future.

Enquiries

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Key contacts

To report a behaviour of concern or to make a disclosure of sexual harm (recent or historical, on or off campus) contact Deakin's Safer Community Services. deakin.edu.au/students/student-life-and-services/health-wellbeing-and-safety/safety-security/safer-community

Safer Community can be contacted via phone on 03 9244 3734 (9am-4pm, Monday to Friday) or via email: saferrcommunity@deakin.edu.au. All assistance is confidential.

For support external to Deakin contact 1800 RESPECT (1800 737 732). This is a 24/7 phone and online counselling service.

If you are a staff member and wish to inquire about the complaints process or to make a complaint of sexual harassment against another staff member contact eeo@deakin.edu.au

You may also raise your concern or complaint through deakin-gme-advocate.symplicity.com/public_report/index.php/pid765058?subject=

For advice or support relating to student conduct, please contact: studentconduct@deakin.edu.au. For any reports of student conduct or student complaints, please complete the relevant online reporting form via the Student Conduct webpage, deakin.edu.au/students/student-life-and-services/complaints-conduct-appeals/student-conduct or the Student Complaints webpage, deakin.edu.au/students/student-life-and-services/complaints-conduct-appeals/student-complaints

