



Charles Sturt
University

Annual Report
for Sexual Harm
Prevention and
Response 2023

Division of Safety,
Security and Wellbeing

Trigger warning

This content contains discussions or depictions of sexual assault, sexual harassment and violence, which may be distressing or triggering for some individuals. Charles Sturt University wishes to provide a safe space, so if you find this topic unsettling or if you've experienced trauma related to any form of sexual harm and violence, we recommend exercising self-care and choosing whether to engage with this material. Please prioritise your wellbeing and seek support if needed.

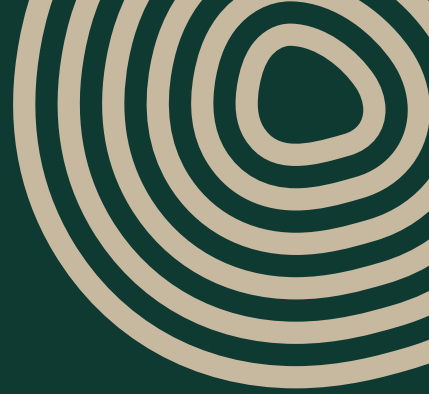
If you or someone you know is experiencing distress or needs someone to talk to, please consider reaching out to the university's support services online via csu.edu.au/counselling, or you can call our 24/7 Student Wellbeing Support Line on 1300 572 516, or engage in a text conversation on 0480 087 002.

For staff, we encourage contacting our Employee Assistance Provider, Converge International, by calling 1300 687 327 or visiting convergeinternational.com.au

The below national referral services are also available.

- 1800RESPECT: 1800 737 732 or 1800respect.org.au
- Lifeline: 13 11 14 or lifeline.org.au
- QLife: 1800 184 527 or qlife.org.au
- MensLine Australia: 1300 789 978 or mensline.org.au
- Beyond Blue: 1300 22 4636 or beyondblue.org.au





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University overview

Charles Sturt is the largest regionally based university in Australia, dedicated to advancing the careers of our students, inspiring research excellence, and driving regional outcomes with global impact.

Charles Sturt delivers higher education in regional areas of New South Wales, interstate, nationally, and internationally, on campus and online. Our main campuses are located in Albury-Wodonga, Bathurst, Canberra, Dubbo, Orange, Port Macquarie and Wagga Wagga, with additional specialist campuses in Goulburn, Parramatta and Wangaratta. In 2023, we established a specialist campus in North Sydney for students commencing study in February 2024.

In 2023, our student community comprised of 36,705 students. The university employs 821 full-time equivalent (FTE) academic and 1,266 FTE professional/general staff.

Charles Sturt has an exceptional team of diverse, passionate and committed staff. Our collective experience is shaped by our interactions as colleagues, professionals and ambassadors for our institution. Guided by our core values – inclusive, inspiring, insightful, and impactful – we collaborate to embody our ethos of respectfully knowing how to live well in a world worth living in.

About this report

This is Charles Sturt University's 2023 Annual Report on the incidence of sexual assault, sexual harassment and acts of gender based violence within the university. Covering all initiatives implemented since the 2017 National Student Safety Survey, this comprehensive report extends beyond a single year's reporting period, and reflects on actions taken to date. The university has committed to providing an annual overview concentrated on the prevention and response to incidents of sexual harm.

Information presented in this report covers both university-related and non-university-related alleged incidents of sexual assault, sexual harassment and violence. There is data specific to university-related sexual harm which refers to reports connected to the university, occurring at or in connection with university campuses, residential accommodations, residential colleges or events, whether officially sanctioned or organised by the university or not. This includes events affiliated with student clubs and associations. Further to this, there is also data related to non-university-related conduct, which includes instances reported by a student seeking trauma-informed care and support, even if the alleged incident did not occur in a university-related context. The university seeks to support students regardless of where an alleged incident may have occurred.

This report will help readers gain a shared understanding of the various forms of reported sexual harm, and provides a foundation for reporting, addressing and preventing such behaviours within our university community. The use of trauma-informed language and the acknowledgment of victim-survivors' resilience reflects the university's continued commitment to supporting those affected by any instances of alleged sexual harm.

Background

Background to sexual harm prevention in the tertiary sector in Australia

In 2015, The Hunting Ground Australia Project commissioned the Strengthening Australian University Responses to Sexual Assault and Harassment Project which was delivered by the Australian Human Rights Commission (AHRC). In February 2016, Universities Australia began the Respect. Now. Always. Initiative.

This sector-wide program aimed to prevent sexual harm in university communities and improve how universities respond to and support those who have been affected. Under this initiative, the Australian Human Rights Commission (AHRC) was commissioned to undertake a National Student Safety Survey in 2016. More than 30,000 students across 39 member universities participated in the survey. Following the 2016 survey, Universities Australia developed a 10-Point Action Plan and associated resources, including:

- guidelines for universities to respond to reports of sexual harm (revised in 2023)
- principles for respectful supervisory relationships
- the Educating for Equality Framework developed in partnership with Our Watch.

Universities reported back to the AHRC on responses to the Change the Course Report recommendations, and further provided 18-month and three-year milestone reports. In 2020, the Tertiary Education and Quality Standards Agency (TEQSA) released a Good Practice Note on preventing and responding to sexual assault and sexual harassment, and the AHRC released Respect at Work, a national enquiry into sexual harassment in Australian workplaces. The subsequent sections outline actions taken by Charles Sturt since these developments.



Charles Sturt’s approach to implementation and education

The university’s primary objective is to provide effective practice in violence prevention education across all modes of study by following these five essential elements:

- a whole-of-institution approach
- a long-term vision and funding
- effective workshop delivery
- relevant and tailored practice
- evaluation.

Our aim is to effect change, educate students about gender-based violence, and embed a whole-of-institution approach. This includes educating students and staff, providing organisational policies and practices, and building an equitable university culture. We have made significant improvements in our systemic responses to victim-survivors and alleged perpetrators, accountability systems, and reporting on outcomes. We continually seek stakeholder involvement, including students and community violence-focused agencies, in gaining valuable feedback to ensure best practice interventions are being utilised. The below three stages highlight the phases of our change management process.

2019-2020	2021-2023	2024-2025
<p>Stage 1 Improving the foundations for effective prevention.</p>	<p>Stage 2 Strengthening whole-of-institution approach.</p>	<p>Stage 3 Aiming for tangible and observable improvements in the overall prevention landscape.</p>
<p>The first stage involved taking a systemic and comprehensive approach for effective prevention and early intervention support at the university. This included creating a dedicated unit to promote respectful relationships and preventing sexual misconduct, development and implementation of the Student Misconduct Policy, recruitment of qualified and skilled professionals, and expanding our evaluation and monitoring efforts in our current initiatives.</p>	<p>The second stage focused on working towards creating a more comprehensive and integrated approach to preventing harm within the university community. This included the introduction of a confidential online disclosure tool that is an accessible mechanism for reporting incidents of sexual misconduct, the inclusion of a dedicated student safety and wellbeing plan, the launching of Project Zero campaign for education and awareness about sexual assault and sexual harassment, and the delivery of staff and student information sessions about how to access support for and report incidents of sexual misconduct.</p>	<p>The third stage emphasises continuous learning, innovation, and sustained prevention efforts, aiming for significant improvements at the individual, relationship, community, and organisational levels. This includes ongoing learning, refining strategies based on assessments, raising awareness, promoting behavioural change, and enhancing overall well-being within the university community. This stage also involves adjusting strategies to achieve intended outcomes and developing a primary prevention framework and action plan that adopts a university-wide approach.</p>



RIPCURL



University-wide actions undertaken to date

From 2019 to 2023, the university made substantial enhancements to disclosure processes, introduced and executed new education programs, and heightened awareness of support options to effectively address incidents of gender-based violence. The following provides a snapshot of the accomplished work to date, noting future reports will reflect on actions taken over one calendar year.

2019

- A Student Safety and Wellbeing Action Plan was developed. Subsequently, all outstanding recommendations were incorporated into the Enterprise Action Register and are currently under the oversight of the Office of Governance and Corporate Administration.
- The university secured the Workplace Gender Equality Agency Employer of Choice Citation and maintained this in 2023, while concurrently maintaining the Bronze Athena SWAN Accreditation through Science in Australia Gender Equality (SAGE).

2020

- The Project Zero campaign (with public-facing web page) was launched along with an online disclosure tool. This tool established a centralised reporting function with a trauma-informed framework. This enhanced form streamlines the reporting process and integrates embedded support options. It offers our students the choice to request a follow-up call from a specialised psychologist in sexual assault counselling, regardless of their decision to disclose or not.
- We implemented consent and sexual assault training as an integral component of the induction training for Residence Life student leaders, and this remains compulsory.
- The Charles Sturt Student Wellbeing Support Line was implemented, offering 24/7 support services. As part of this initiative, all support workers underwent training to allow them to serve as first responders, specifically for disclosures of sexual assault and violence. This training equips them to effectively manage safety risks arising from such disclosures.



2021

- The university initiated the implementation of a customised case management system (CRM – Customer Relationship Management). This system facilitates automated workflows and ensures secure collection and reporting of systemic data when a student utilises our publicly available online disclosure form. The form is designed to accommodate formal, informal, identified and anonymous reports.
- A prevention and support specialist role was established as a proactive action to help in establishing a safer, more inclusive environment within our university community. This position plays a pivotal role in creating a safe and inclusive environment through counselling, support services, education, and policy development. The focus is on empowering students and staff to respond effectively to incidents of sexual assault, violence and harassment, fostering a culture of safety and wellbeing within the university community.

2022

- We implemented intake and triage functions within the student counselling service, enhancing the ability to identify risks and effectively manage safety concerns.
- Comprehensive information on hazing practices, their definition, and their potential impact on victims-survivors, hazers and the associated community or group were developed and can be found at csu.edu.au/current-students/support/personal/hazing

2023

- A standalone Sexual Harm Response and Prevention policy and a specific procedure tailored for students was published.
- Consent and Sexual Assault seminars were delivered to more than 700 commencing students. These seminars received more than 400 positive feedback responses from students.

Part 2

Preventing gender-based violence

Preventing gender-based violence within university settings is imperative, as it plays a pivotal role in cultivating an environment that is not only safe but also inclusive for learning. By curbing gender-based violence, a sense of security and trust is fostered, allowing students and staff to dedicate themselves to their academic pursuits without the looming fear of harassment or harm. It is crucial to educate students about the implications of gender-based violence, as it can have profound physical, emotional, and psychological consequences. The primary goal of prevention efforts is to safeguard the overall wellbeing of our students, creating an atmosphere that actively supports mental and emotional health.

Initiatives such as Project Zero operate as information campaigns, striving to enhance awareness about appropriate behaviours and the various support services available. The execution of prevention activities and programs is designed to educate the university community on issues concerning sexual assault, violence, hazing, and harassment.

Since 2019, collaborative efforts have been underway, involving internal stakeholders such as faculties and student support services. The objective has been to educate these stakeholders on adeptly responding to student disclosures, ensuring a seamless linkage to support services within and outside the university. This has included the facilitation of workshops aimed at equipping staff and students with the necessary knowledge to respond to disclosures effectively and comprehend the risk factors associated with sexual assault and harassment. The university offers training programs aimed at addressing issues of domestic and family violence, consent, sexual assault, and child safety. These include: DV-Alert training for staff, seminars on consent and

sexual assault for students, and online modules.

Face-to-face and online training sessions on Respect Now Always have been provided to student accommodation and orientation student leaders, along with workshops on responding to sexual violence disclosures. Additionally, child safety training sessions have been conducted to raise awareness and promote the reporting of child sexual assault and abuse among staff and students. Collectively, these measures contribute significantly to fostering a culture of awareness and prevention.

Students may come to Charles Sturt with preconceived ideas about what may or may not constitute appropriate behaviour, influenced by their upbringing or life circumstances. As a university, we play a pivotal role in educating and remedying inappropriate behaviour to ensure that our students graduate with employability and life skills. In line with our commitment to shaping responsible and respectful individuals, various activities and programs have been introduced between 2019 and 2023.

These initiatives encompass comprehensive educational modules addressing topics such as consent, healthy relationships and bystander intervention. By introducing these activities and programs, we aim to instil a deep understanding of respectful behaviour, empowering students to actively contribute to a culture of consent and respect. Furthermore, ongoing awareness campaigns leverage various mediums, including social media, posters, and events, to reinforce the importance of a safe and inclusive university community. Through these multifaceted efforts, we strive to create an educational environment where every individual feels secure, respected, and able to thrive academically and personally.



Disclosures of sexual assault and sexual harassment

Prevention and support services

Prevention and support services play a critical role in creating a safe and supportive environment for students who have experienced sexual assault, violence, or harassment. This multifaceted service provides trauma-informed responses and clinical counselling to affected students, as well as offering emotional and practical support. Regardless of whether an incident occurs in a university setting or in a student's personal life, Charles Sturt's prevention and support team will provide our students with support. One of the key messages of our support for sexual assault and sexual harassment referrals is students don't need to report to get support. Respecting victim-survivors' autonomy in deciding whether to report formally is crucial. Our focus is on providing where to get support, including counselling, medical care and advocacy services, irrespective of their decision to engage with formally reporting abuse.

In 2023, the university's prevention and support services received a total of 14 disclosures of sexual assault, violence, or harassment that occurred on our campuses or at a university event. Additionally, there were seven disclosures related to a work-integrated learning experience, and five individuals chose not to disclose the location (see Figure 1).

Charles Sturt's prevention and support services provided 208 clinical support sessions, including support to 43 students who reported alleged experiences of sexual assault, violence, or harassment unrelated to the university. They also delivered a total of 21 workshops aimed at empowering students and staff to respond effectively to incidents of sexual assault, violence, and harassment, thereby fostering a culture of safety and wellbeing within the university community.

Assistance provided by the university's prevention and support services

- Providing trauma-informed counselling to Charles Sturt students who have experienced sexual assault, violence, or harassment, ensuring emotional and practical support is tailored to individual needs.
- Assisting students in accessing support services, both within the university and externally. This includes guiding students through reporting options and providing ongoing support throughout the process.
- Providing trauma-informed advice, information and debriefing to university staff who receive disclosures or reports of sexual harassment, assault, violence or hazing from students. Conduct workshops and training sessions to educate staff on appropriate responses and support techniques.
- Promotion of information campaigns like Project Zero, and prevention activities and initiatives to enhance student safety, wellbeing, health promotion and equity. This involves raising awareness of the available support services and educating the student community on issues related to sexual assault, violence and harassment.
- Liaising with internal staff, including faculties and student support services, to educate them on responding to student disclosures. Coordinating communication between internal stakeholders to ensure seamless linkage to support services, within and outside the university.
- Facilitating workshops for both staff and students on responding to disclosures and understanding risk factors for sexual assault and harassment. Contributing to a culture of awareness and prevention.
- Contributing to the development of policies and strategies within the Division for Safety, Security and Wellbeing. Providing advice and recommendations to improve procedural efficiencies and ensure a comprehensive approach to student safety.

Figure 1: Disclosed location of alleged incident of sexual assault or harassment

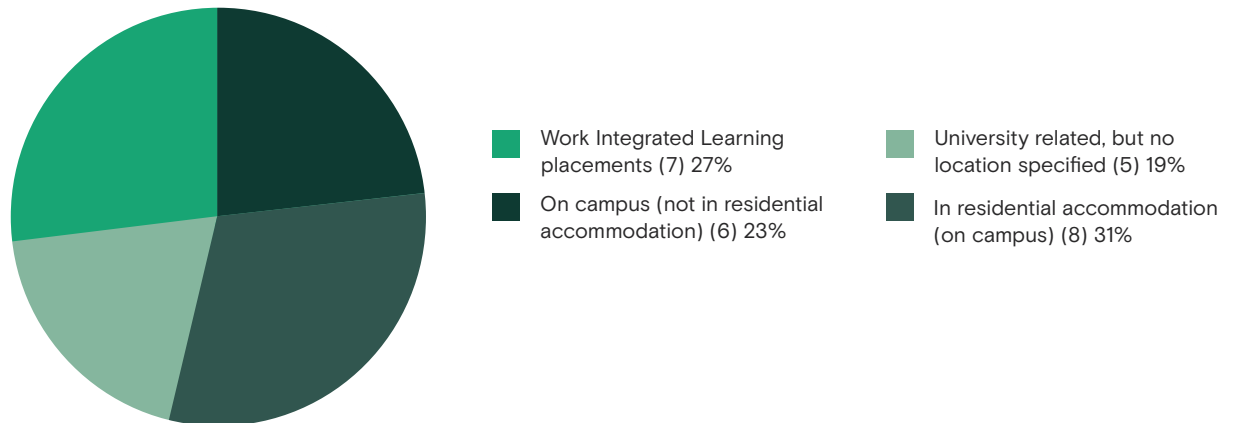


Figure 1 presents the reported location of alleged incidents of sexual assault or harassment.

Of the 14 incidents which were identified as occurring on campus, five were reported as sexual harassment, one was reported as sexual assault, two were reported as domestic violence, one was reported as technology-facilitated abuse, and five were reported as unspecified sexual misconduct.

Further analysis of campus incidents revealed that six occurred in residential settings on campus, four occurred in non-residential campus settings, and four occurred at university organised events held off campus.

All alleged perpetrators of the 14 incidents were identified as current students.



The university provides two central pathways for online disclosures:

Identified pathway – provides the opportunity for the student who has experienced sexual assault, sexual harassment, and violence to provide their contact details to enable contact by the university's prevention and support team. Students can also use the 24/7 Student Support Wellbeing Line which is triaged each business morning and allocated to a prevention and support specialist.

De-identified pathway – provides the opportunity to complete a de-identified disclosure for the purpose of providing the university with data on alleged incidents experienced by Charles Sturt students.

This data is pivotal in creating a safe and inclusive environment through counselling, support services,

education and policy development. We acknowledge the data presented is based on reports received during 2023. However, incidents could have occurred which were not reported.

This report indicates that the prevention and support program did not receive any anonymous/ de-identified reports regarding sexual assault or sexual harassment during 2023.

Additionally, anonymous reports, due to their nature, are unable to be followed up with rigorous investigation and counselling, and other supports are unable to be provided without student details. This is clearly stated on our referral form and may be an influencing factor for students when choosing to submit a referral.

Figure 2: Safety of the person lodging the disclosure

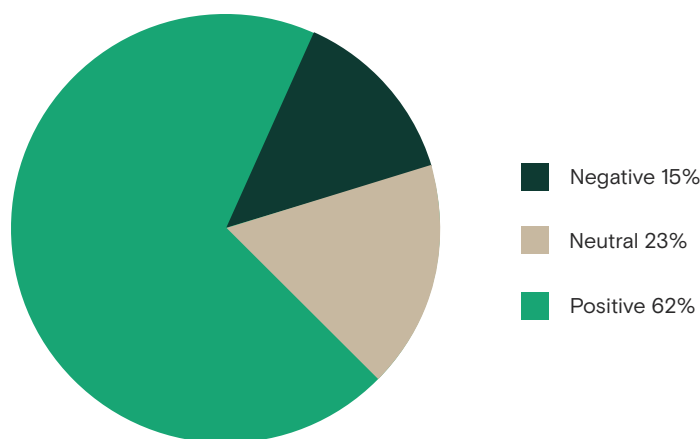


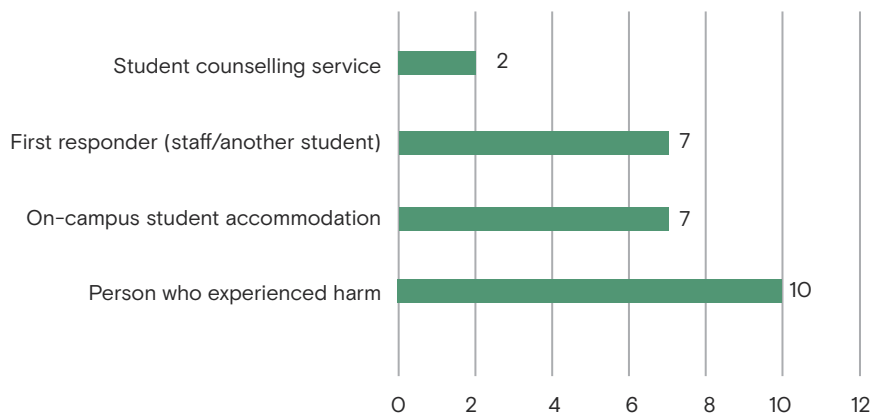
Figure 2 reports on how safe the person lodging the disclosure felt at the time of contact.

Physical and psychological safety assessments are always conducted, and safety measures and plans are offered to the student.

The university recognises it is crucial to foster an environment where victim-survivors of sexual harm

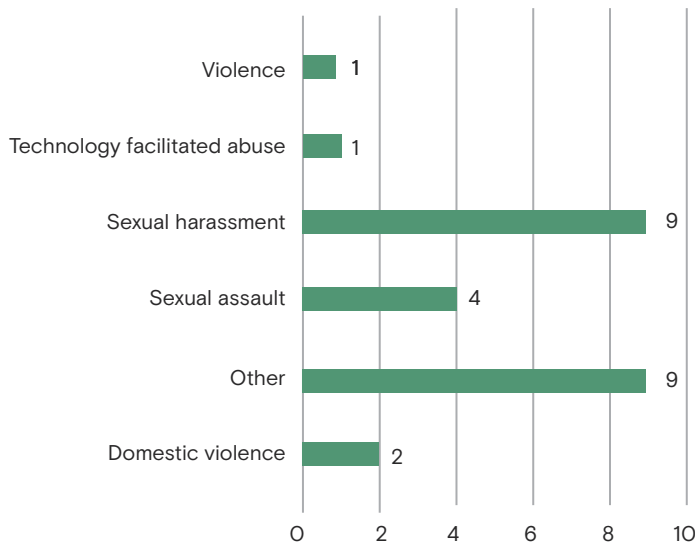
and violence feel safe, heard and supported. Our primary prevention initiatives and service provision involves addressing societal attitudes, providing resources, and implementing policies that prioritise the wellbeing of victim-survivors. Fostering an environment where individuals feel safe sharing their experiences is crucial for promoting our support services.

Figure 3: Referral source



Someone who has experienced sexual harm may choose to disclose their experiences to various individuals and support networks based on their comfort level and perceived trust. The decision to disclose is highly personal, and individuals may reach out to those they feel will provide understanding, support and assistance. In this way, it is common for university staff, residential student leaders and other trusted members of the university community to receive disclosures of sexual assault, sexual harassment, and violence from a student, rather than the allocated professional support services. Our statistics indicate that whilst students reported on their own behalf (10), academic and professional staff, as well as residential student leaders, also account for a sizeable portion of reports made regarding sexual assault, sexual harassment and violence as is outlined above in Figure 3.

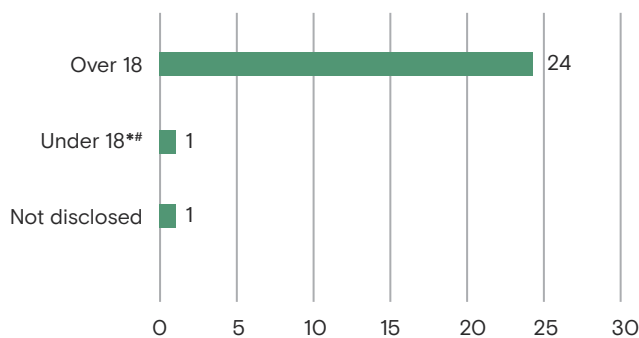
Figure 4: Behaviours disclosed



Please note: Increased number of behaviours disclosed is due to students disclosing multiple types of sexual harm or violence.

The information provided in Figure 4 highlights key observations and trends in Project Zero referrals for 2023 related to the types of behaviours disclosed, with the majority being sexual harassment (9). Some individuals struggle to categorise behaviours due to a lack of relevant information or an inability to recognise when certain behaviours are inappropriate, abusive or criminal. Hence the reason there is an 'other' category.

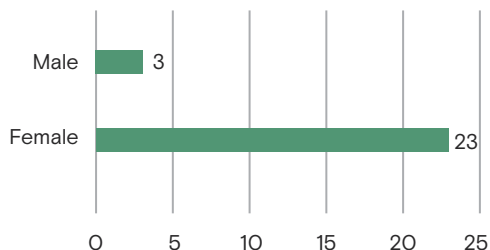
Figure 5: Age of person who experienced the harm




*Required mandatory reporting for under 18 disclosure was undertaken by Charles Sturt Counselling. **Will not be included in the report due to a small number of responses and potential identification.

During this reporting period, statistics on age were separated into under 18 and over 18 years of age as is illustrated in Figure 5 above. Moving forward, having a greater range of age categories will provide more in-depth information about which age groups are most likely affected by incidents of sexual assault, sexual harassment and violence.

Figure 6: Gender of person who experienced the harm



The data depicted in Figure 6 reveals that out of the total 26 reported cases of sexual misconduct, 23 instances involved harm experienced by female students, three by male students. Overall, this data reflects women have experienced the majority of reported instances of sexual harm, including sexual assault and sexual harassment.



The key trends and patterns identified from these 14 reported cases are as follows:

Incident types

- Stalking, non-consensual sexual touching, harassment, sexual assault, unspecified sexual misconduct, sexual harassment, and intimate partner violence are among the reported incident types.
- Incidents associated with the university occur on and off campus.

Location of alleged incidents

- Incidents occur across multiple campuses, including Bathurst, Port Macquarie, Orange, Wagga Wagga, and Albury-Wodonga, indicating that these issues are not isolated to specific locations.

Types of support services

- Support services such as clinical support, residential leader consultation, information, and triaging processes are available to students.
- Some students choose not to proceed with clinical support, while others disclose incidents to the university or report them to the police.

Response actions

- Various response actions are taken based on the nature of the incident and the preferences of the individuals involved.
- Incidents are addressed through actions such as disclosure to the university, reporting to the police, or receiving clinical support.

Challenges and uncertainties

- Some cases involve uncertainties or challenges in providing support, such as individuals being unsure whether to proceed or difficulties in contacting individuals for further assistance.
- One case could not be defined into a category as the student could not be reached after several attempts.

The data highlights the importance of addressing various forms of misconduct, providing support services, and promoting a safe and respectful environment for all university community members.



STUDENT central



Of the seven Workplace Integrated Learning (WIL) incidents reported, four were reported as sexual harassment, one was reported as harassment, one was reported as non-consensual sexual touching, and one was reported as an incident of physical assault.

The alleged perpetrators of the reported incidents included patients or clients, Workplace Integrated Learning Supervisors and staff associated with the organisation.

The key observations are as follows.

Types of alleged incidents

- Incidents reported include sexual harassment, sexual assault/harassment, violence, non-consensual sexual touching and general harassment within the WIL setting.

Involvement of external parties

- External parties, such as WIL supervisors and external organisations, are mentioned in several incidents, indicating that misconduct may involve individuals beyond the university's immediate jurisdiction.

Support and reporting

- Clinical support is provided in response to incidents, indicating the recognition of the need for psychological assistance for affected individuals.
- Some incidents are reported to external authorities, such as AHPRA (Australian Health Practitioner Regulation Agency) and the police, suggesting a recognition of the severity of the incidents and a desire for legal intervention.

Challenges in contacting individuals

- There are instances where individuals involved in the incidents cannot be contacted, potentially hindering our ability to effectively support the student of concern and provide options for reporting pathways.

Fear of retaliation

- Fear of potential retaliation is mentioned in one incident of sexual harassment, highlighting concerns regarding the safety and wellbeing of the individual reporting misconduct.

Variety of misconduct

- The data encompasses a range of misconduct, indicating that issues such as harassment, assault and violence may occur in WIL settings.

The data shows the importance of addressing misconduct within WIL settings, ensuring adequate support for affected students, and fostering a safe and respectful learning environment for our students. It also highlights the necessity of collaboration with external stakeholders to effectively address and mitigate instances of misconduct.



Figure 7: When did the disclosed alleged incident take place?

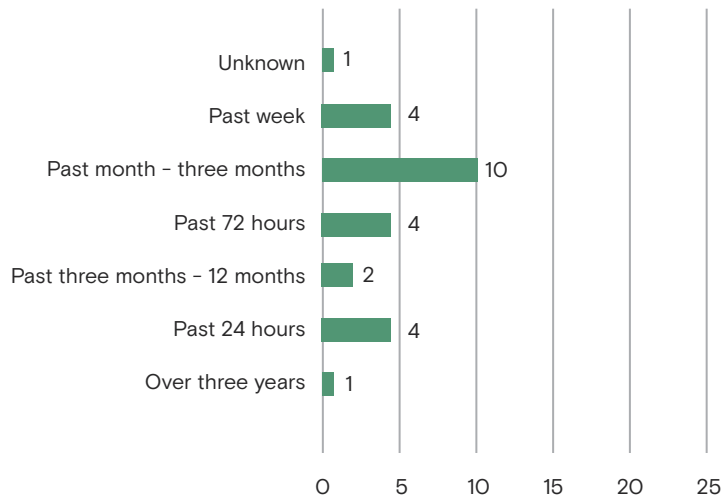


Figure 7 highlights the time taken to disclose when the alleged incident took place, with the majority being reported within one month of the alleged incident. This timeline varies from within the day to over three years ago. We will continue to remain cognisant of the complexities surrounding a disclosure. We are committed to maintaining policies and support systems that acknowledge victim-survivors' diverse experiences and actively work to mitigate factors that may influence the timing of disclosures.

Part 4

Reports of sexual misconduct

The following data pertains to reports of sexual misconduct stemming from alleged incidents documented and noted in Part 3. Data presented in this section was extracted from formal reports lodged with the Safe and Fair Communities Unit for consideration under the Student Misconduct Rule in 2023 (the Rule). The Safe and Fair Communities Unit, part of the Division of Safety, Security and Wellbeing, is responsible for collecting this data. All relevant materials are stored in accordance with the university's obligations under the Privacy Act 1988.

The university aims to take swift action in all reports

of sexual misconduct, including the application of immediate safe-making measures. This includes offering interim safe-making actions, such as separation instructions and/or a denial of the respondent's access to university facilities, and/or campus and/or activities on behalf of the university.

The data illustrated in Table 4 below represents reports and disclosures lodged between 1 January 2019 and 31 December 2023. It is acknowledged that COVID-19 may have impacted figures during 2020 to 2022.

Reports of sexual misconduct lodged under the Rule

Table 1: Reports of sexual misconduct lodged under the Rule

Support type	Reports received	Reports considered at inquiry	Report withdrawn or approval to proceed was not provided	Deemed either beyond the jurisdiction of the university or action was taken under alternative processes
2019	16	16	0	0
2020	4	1	0	0
2021	2	2	0	0
2022	3	3	0	0
2023	5	5	0	0

Table 2 indicates that in 2023, the university received five reports of sexual misconduct under the Rule.

All five proceeded to inquiry, and in each case, the respondents were found not to have engaged in misconduct.

Current priorities

In 2024, our organisational priorities are aligned with insights from past audit reviews, the TEQSA Good Practice guidelines, and Universities Australia's recent charter on Sexual Harm. Our central focus for the year revolves around fortifying both primary prevention strategies and operational practices. This approach, characterised by its distinct and broad nature, not only forms the cornerstone of our prevention framework but also seamlessly integrates with and enhances our early intervention, response and recovery initiatives.

Key components of our strategic agenda for 2024 include:



Alignment with regulatory standards

Drawing from past audit reviews and TEQSA Good Practice guidelines, our priorities are designed to align with and surpass regulatory standards in the tertiary education sector.



Adherence to Universities Australia charter

Our strategies are guided by the recently released Universities Australia charter, demonstrating a commitment to collective efforts in addressing and preventing sexual harm within the Australian university sector.



Strengthening primary prevention

A key focus is on reinforcing primary prevention efforts to proactively address the root causes of gender-based violence, foster education, and awareness, and cultivate a culture of respect and consent.



Enhancements of operational practices

We are dedicated to refining and enhancing operational practices to ensure they are comprehensive, university-wide, focused, responsive and seamlessly integrated with reporting mechanisms, support services and stakeholder collaboration.



Distinct and broad approach

Emphasising a distinct and broad approach reflects our commitment to a multifaceted strategy, addressing the complexity of gender-based violence through cultural, educational and behavioural lenses.



Integration of continuum of care

Our approach integrates primary prevention seamlessly with early intervention, response and recovery measures, ensuring a continuum of care and support for individuals affected by gender-based violence.

Priority actions for 2024 include:

- Continue to inform students about the undesirable culture facilitated by hazing practices and discourage such traditions.
- Conduct workshops on reporting incidents and accessing support.
- Ensure easily accessible support processes for students seeking appropriate action.
- Evaluate the effectiveness of reporting and support systems.
- Complete Universities Australia Self Audit tool in relation to primary prevention.
- Consult with students on primary prevention initiatives and seek feedback in order to incorporate the student voice.
- Facilitate RESPECT@UNI week in 2024.
- Implement the Flip the Script™ program (EAAA) for sexual assault resistance education, proven to significantly reduce incidents of sexual harm.
- Introduce the MATE Bystander Program to engage everyone in preventing gender-based violence, challenging root attitudes and behaviours.
- Engage external consultant Brent Sanders to facilitate consent and sexual assault seminars across multiple campuses.
- Conduct a student workshop on technology facilitated abuse by the prevention support specialist.
- Provide first responder training to security officers.



Nationwide external supports


Emergency services	000
Lifeline	131 114
1800 RESPECT	1800 737 732
headspace	1800 650 890

Charles Sturt support services



→ about.csu.edu.au/seek-support

Student Wellbeing Support line 24/7

 Call 1300 572 516
Text 0480 087 002

Campus security 1800 931 633

 safecommunities@csu.edu.au



**Charles Sturt
University**