2024 SASH Evaluation Report

This report outlines the actions AAPoly has undertaken throughout 2024 to prevent and respond to Sexual Assault and Sexual Harassment (SASH). A series of measures were undertaken to align with the recommendations of the Australian Human Rights Commission *Change the Course Report* (2017), which included:

- **Governance**: Strengthening AAPoly's governance structures overseeing the implementation and continuous improvement of SASH-related initiatives.
- **Training and Education:** Delivering targeted training for staff and students to support SASH prevention and foster cultural change.
- **Awareness:** Ensuring that students and staff are aware of the internal and external support services, including AAPoly's student counselling service, key external specialist support services, and avenues for internal and external reporting.
- **Policy and Procedure:** Improving SASH policies, clarifying reporting processes, and providing transparency.
- **Monitoring and Reporting:** Strengthening mechanisms to monitor incidents and assess response effectiveness.

4. Key Achievements of 2024

- **Governance**: AAPoly successfully integrated the student voice into its governance processes by actively seeking student feedback on the SASH Action Plan, ensuring initiatives are informed by the student perspective.
- **Training:** Survey responses continue to provide evidence that students and staff feel confident in recognising incidents of SASH and feel informed about support services, reporting avenues, consent, and bystander intervention.
- **Awareness:** Student-designed posters and LMS banners were strategically used to communicate effectively with our CALD students and help reduce stigma.
- **Policies and Procedures:** An anonymous reporting mechanism was introduced, improving accessibility for students seeking help.

5. Gaps and Challenges

While AAPoly has made considerable progress, several challenges remain, including:

- **Inconsistent Awareness:** Students and staff who do not complete the SASH Course, Module, and Quizzes may have limited awareness of support services, reporting avenues, consent, bystander intervention, and AAPoly's policies, despite this material being prominently featured in the LMS, in campus posters, and within orientation materials.
- **Underreporting:** The potential for underreporting remains an issue, indicating ongoing barriers such as stigma or fear of reprisal among our CALD students.
- **Resource Constraints:** Staff changes and budget constraints have impacted the ability to fully implement all desired programs.

- **Student Engagement:** Engaging students in co-designing strategies for SASH prevention and awareness has been challenging due to students' time constraints and/or a lack of personal investment in the initiatives.

6. Recommendations

To strengthen its response, AAPoly should consider the following actions for 2025:

1. **Increase Participation in Training:** Offer flexible training for all students and staff, including online opportunities and interactive sessions.
2. **Address Underreporting:** Continue to promote AAPoly's Student Counselling Service to build trust and normalise seeking support.
3. **Engage Students:** Continue to involve students in co-designing strategies and initiatives to ensure activities and communications effectively address real and perceived barriers while targeting students effectively.
4. **Realign Actions**: Transition from addressing the recommendations of the *Change the Course Report* to align with the *Action Plan Addressing Gender-Based Violence in Higher Education*, agreed on by Education Ministers in 2024 as a more comprehensive framework for tackling gender-based violence and fostering a safe campus environment.

Motion

That the SASH-AB recommend this report to the CEO for approval and integrate the recommendations into the SASH Action Plan for Jul 2025 – Jun 2026.

Kathleen Doyle
SASH Advocate, Member of the SASH-AB
22/01/2025

Approved by:

Joanna Kelly

Appendices

For an update on the SASH Action Plan progress for the period July 2024 to June 2025: SASH Action Plan Jul 2024 - Jun 2025 v.2

For a record of the implementation of actions: Actions Addressing SASH Undertaken over 2024

For the semester reports on the implementation of SASH education and training and on the feedback from the SASH awareness surveys:

2024 S1 SASH Education & Training Report v.2

2024 S2 SASH Education & Training Report v.4

2024 S3 SASH Education & Training Report v.1