

# Follow Through ANU 2022

An ANU Women's Department and ANUSA Report in consultation with students seeking urgent action to address SASH on our campus





***We recognise the Ngunnawal and Ngambri people as the Custodians of the land on which this report was prepared, ANUSA stands, and the Women's Department operates.***

***We also recognise the disproportionate impacts of sexual violence on Aboriginal and/or Torres Strait Islander peoples and the need for immediate culturally-sensitive action produced in consultation with First Nations communities. Sovereignty was never ceded, and this always was, and always will be, Aboriginal land.***

## CONTENT WARNING

THIS REPORT CONTAINS MULTIPLE REFERENCES TO SEXUAL ASSAULT, SEXUAL HARASSMENT, SEXISM, ABUSE, INSTITUTIONAL BETRAYAL, AND MENTIONS OF VIOLENCE, PARTICULARLY AGAINST MARGINALISED GROUPS.

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## FOREWORD

On Wednesday 30th March 2022 the ANUSA Women's Department with ANUSA, PARSA and IHC, held a Special General Meeting for all members of the ANU community to vote on the campaign 'Too Little, Too Late'. Over 400 students and staff members gathered to vote on student demands. All motions passed unanimously.

The protest was a direct reaction to the release of the National Student Safety Survey's (NSSS) results on sexual assault and sexual harassment (SASH) from Universities Australia (UA) on Wednesday 23rd March. **The NSSS was a follow-up to the Australian Human Rights Commission's 2017 data release and 'Change the Course' Report which had revealed that ANU ranked 1st in the country for incidents of sexual harassment and 2nd for sexual assault. Five years on, the data found that ANU remains among the worst-performing universities in Australia.** The survey's results painted a damning and painful picture of the ANU's failure to protect students and survivors.

- **26.1% of respondents reported being sexually harassed** at some point during their time at university. This is twice the national average (the national average being the comparison to the average of other Australian universities' results).
- **12.3% of respondents reported that they had been sexually assaulted** at some point during their time at university. This is three times the national average.

Further; people with disabilities, international students, students from the LGBTQIA+ community, BIPOC women and gender diverse people were disproportionately victimised and faced additional barriers to accessing support.

The final motion at the Too Little Too Late meeting was:

*Every year, to mark the release of the original Australian Human Rights Commission (AHRC) Report in 2017, the ANU Women's Department organises to hold the ANU accountable for its atrocious and belated response to student safety on campus.*

*The ANU must immediately accept the demands made tonight by this SGM, which is a democratic desire for students to see change. The community will be back on August 1st 2022 and looks forward to seeing drastic change in place.*

*The ANU has failed to provide timelines so we have provided a deadline for the implementation of urgently necessary change.*

*Students will continue to hold the ANU accountable for their abysmal response, and we demand better from the administration. We call upon all students, alumni, staff, and other members of the ANU community to continue to stand in solidarity with survivors and demand that ANU do better, because at the moment their response is Too Little Too Late.*

*Motion:*

*1. ANUSA, the ANU Women's Department, PARSA, and the Interhall Council all call upon the ANU to accept, respond to and implement our demands by August 1st 2022*

Since that motion was passed, we have seen little to no movement in the space. Regular meetings have been cancelled, communication has been minimal and whilst we did finally receive a response to our previous protest (Broken Promises - held on August 2nd 2021) - it failed to address the majority of issues and inaccurately represented a lack of progress.

The Women's Department alongside ANUSA, PARSA and the Interhall Council of ANU have run consistent protests calling for specific actions for ANU to make to better protect students through primary prevention, early intervention and robust support services for survivors.

This year our protest's theme is 'Follow Through ANU' and the campaign centres around actually acting on many of the demands we have been making of the ANU for years and setting an example by carrying out positive actions, including; cultivating a report outlining the strengths and weaknesses of ANU's institutional response to sexual violence, organising wellbeing focused events, producing resources to support survivors in finding and navigating disclosure and reporting processes, and producing a campaign promoting available support services.

As part of the protest, we have organised a Teach-in with a number of incredible advocates, experts, academics, students and even operational staff volunteering their time to provide meaningful consent education and dialogue about the nuances of sexual violence. Following the protest, we will be running ongoing events and activities as well as campaigns around consent, zero tolerance and promotion of support services.

On the 21st March 2022 - two days before the results of the National Student Safety Survey were released the ANU rushed out a new 'Student Safety & Wellbeing Plan', which had no mention of the NSSS' significant context. The plan was not actionable nor a reflection of a concerted effort to prevent and address sexual violence on campus. By all accounts, the plan appeared to be a way to pre-empt media onslaught and shield the ANU from impending condemnation. Alongside the release of this plan, the ANU sent all students an email promising to;

*"Increase student engagement in strategy planning and implementation processes".*

Since this point we have received less consultation than we had before the report was released.

On the 26th July 2022 the ANU released an update stating that;

*"[S]ince the release of the Student and Safety Wellbeing Plan in March, ANU has consulted with over 200 stakeholders, including students, to gather feedback and input for the full action plan".*

Of these 200 stakeholders, not a single student I have spoken with in preparing this report or campaign has been consulted. The lack of meaningful engagement and consultation with students is an ongoing problem but this report very clearly demonstrates that those who have lived experience as students at the ANU have a deep understanding of the flaws in the current system and also a strong desire to see specific actionable changes implemented.

This report and its recommendations are entirely based on student consultations. I have held 19 consultations with the student leaders and representatives of each residential hall, ANUSA Department, and a few additional ANU communities (with an additional 12 submissions made online by individual students). **If the ANU will not consult the students on what they would need in order for our community to be safer, the information is now ready and available. Time to follow through.**

Student survivors and advocates have been fighting for far too long to see such slow and unresponsive change. Personally, I fear that my time in this role has left me a less optimistic person, we have seen promises broken, responses that are too little and too late and now we have had to take matters into our own hands. **If a collective of students can come together to support one another and make change happen then I refuse to believe that time, funding or capacity are real constraints for this institution.** It's

about prioritising and protecting vulnerable community members and ensuring that we don't see such deeply distressing rates of prevalence ever again.

**We will continue to fight against institutional betrayal and show solidarity with survivors of sexual violence. It's time for ANU to step up, break this cycle and follow through.**

**- Avan Daruwalla (2021 and 2022 ANU Women's Officer)**

## RECOMMENDATIONS

This report is made of 6 overarching recommendations based on consultations held with a wide variety of student leaders representing diverse communities. The consultations can be found in the appendices of this report and offer a useful resource to the ANU in better understanding the key concerns and challenges facing students regarding ANU's approach to SASH response and prevention.

### RECOMMENDATION 1: ENGAGE WITH THE INTERSECTIONAL ASPECTS OF SASH

*It is well recognised through both empirical evidence and academic research that SASH affects already-marginalised groups of people at disproportionately high levels. The NSSS data showed this to be the case just this year. The fact that marginalised people are more vulnerable tells us that reducing the prevalence of SASH on campus is not simply a single-issue matter. Rather, it affirms that complex problems require complex solutions that operate across multiple axes of cultural and institutional change.*

*The ANU must carefully consider how to better tackle multiple forms of systemic oppression and discrimination simultaneously. This is not a simple task, but it is a necessary one; sexism, homophobia, racism, the continuing legacy of colonisation, transphobia, and ableism all overlap with each other to create a complex environment for combatting sexual violence. It is critical therefore that the ANU develop nuanced, consultative plans that seek to address all areas of discrimination at the ANU. Refusing to do so will undermine any efforts at effective prevention.*

*Information about the ANU's services necessarily struggles to reach marginalised communities more; it is often these communities that have been let down by existing structures and institutions, leading to disillusionment and disengagement. These communities should be engaged directly in order to rebuild trust, a process that can only come with respect for the lived experience of members of those communities.*

### NECESSARY ACTIONS:

1. The development of a **sexual violence prevention strategy** that includes explicit reference to sexual violence prevention techniques for marginalised communities. This should occur in two key ways:
  - Prevention. Understanding the causes of overrepresentation of marginalised communities in SASH data can help inform a strategy that builds to preventative measures being taken.
  - Response. Ensuring that marginalised groups are specifically targeted through promotion of response services, cultivating culturally-aware and sensitive services and addressing differing needs of diverse communities.
2. An **engagement with stakeholders** across the university that represent these groups, such that the aspiration of cultural change can actually be achieved - specifically, through transparent, public communication and consultation with affected groups.

3. There must be immediate efforts made to increase the **diversity of clinical practice** at the ANU Medical Centre. Particularly in hiring a woman or gender diverse doctor to ensure that all students have access to staff that they feel safe and comfortable with.
4. A commitment to broader efforts of dismantling discrimination across the ANU, most specifically as it affects marginalised groups such as the Queer\*, BIPOC, and International Students' communities. This should take the form of highly consultative **Cultural Action Plans** developed with key student and staff leaders.
5. An **immediate response to the 2021 ANU BIPOC Department's Racism Report**, along with implementation of relevant recommendations as made by the BIPOC Department.
  - Similar reports may be released by other ANUSA Departments and ANU communities in the future that discuss various forms of discrimination at the ANU, and these deserve full, timely responses from the ANU as well as follow-up action and support for ongoing work.

## RECOMMENDATION 2: IMPROVE STAFF CONDITIONS

*Prevention and response on-the-ground staff are the backbone of the ANU's sexual violence prevention strategy. These staff work in an incredibly challenging environment to tackle a challenge that the ANU has for too long been unwilling to commit to addressing.*

*Consistently, consultations highlighted two key elements of students' experiences with ANU staff in key positions. The first was a recognition of the commitment and hard work of many staff to improve students' lives and support students however they could. The second point was a widespread belief that staffing at the ANU was significantly under-resourced as compared to the needs of the student body. This is related to a range of factors, including through number of staff, staff pay, as well as auxiliary resourcing for things like training, budgets for achieving key projects, and other associated staff costs.*

*The second point had a number of flow-on effects that impacted student engagement in ANU's support systems. Chief among concerns raised by those consulted was the lack of diversity in staff hired by the ANU. It is recognised that achieving staffing diversity is difficult in the Canberra employment market, but that does not mean further efforts cannot be undertaken to improve that diversity.*

*Support staff conditions are student support conditions; the ANU Women's Department and ANUSA believe in this fundamentally, and stand with staff.*

### NECESSARY ACTIONS:

1. There must be **transparency** around staffing numbers in key areas of the university. Time and again, ANU's prevention and response teams have been understaffed for months at a time, with little to no communication to students or even to oversight groups like the Respectful Relationships Working Group. This should take the form ~~in~~ of official reports on staffing updates from around campus, including in the following staffing groups:
  - Pastoral care staff in residential halls
  - The Respectful Relationships Unit and other prevention units
  - The Student Safety and Wellbeing Team and other response units
  - ANU Counselling and ANU Medical Centre
2. Staff must be supported through appropriate and fair pay and staffing across the ANU. Staff in many halls are undoubtedly unsupported through a lack of staff, an issue that is made more difficult by the different staff pay rates. This is of particular concern in the residential halls, where inconsistent models created through years of outsourcing pastoral care has created a confusing mix of different systems. The effect of all of these is to lead staff to take on massive, unfair burdens, leaving them in turn burnt



out and unable to continue in their roles. This leads to staff attrition and further gaps in pastoral care. Fair pay and appropriate staffing are the best ways to resolve these issues.

3. Staff diversity must be improved through appropriate measures. The ANU must immediately commit to hiring case managers, residential hall staff, and other relevant positions in a manner that is reflective of the diversity of students at ANU, including across race, gender, cultural backgrounds, and other relevant factors. The ANU should make every effort, including through remuneration, to attract the best and most diverse wellbeing and student support staff that they possibly can to the ANU. These serious efforts are made for finding the best academic staff to come to the ANU, and the same can and should be done for student wellbeing positions. Furthermore, a supportive work environment with a committed senior leadership team can assist in attracting the right staff.
4. Staff in student-facing roles, particularly pastoral carers in residential halls and SASH response capacities need to be provided consistent and rigorous training around responding to disclosures and reports and the appropriate escalation methods.
5. The ANU must immediately commit to minimum FTE staff-to-student ratios. At affiliate halls, there's about 1 to 100 staff-to-students. At ANU halls, the ratio is roughly 1 to 250, and at UniLodge itself, it's about 1 to 500. The inconsistency of support creates major gaps in what students can expect.

### RECOMMENDATION 3: INCREASE TRANSPARENCY AND ACCOUNTABILITY

*The group most affected by the ANU's prevention and response plans are students themselves. Despite this, the consultations show that startlingly little is known by students about the ANU's approach to addressing SASH. Even more concerning is how little those students know about the ANU's efforts in their own communities, such as Departments and Residential Halls. This reflects a broader, concerning pattern, where students are left out of the conversation while expected to be equal parties in holding responsibility.*

*Nowhere is this better exemplified than in the Cultural Action Plans that are meant to have been established in every hall following the 2018 Nous Review of Residences. Many students in halls had little to no knowledge of such plans, and there appear to be no plans that are widely available to the average resident on campus.*

*The effect of this is not simply to reduce transparency and accountability in a theoretical sense. Cultural change is necessarily a whole-of-community enterprise, a fact that the ANU has repeatedly twisted to attempt to make students do the work the university should be doing. However, this apparent desire for students to do the work is not reflected in including students in the conversation. Most recently, the ANU's 10-month late Broken Promises Response references a methodical analysis of ANU's commitments in the SASH space, which supposedly informs a response given to the Tertiary Education Quality and Standards Agency (TEQSA). Despite citing this in their response, the ANU has not provided this to students.*

*Particularly concerning was the recently announced Student Safety and Wellbeing Committee of ANU Council. The Committee will use Expressions of Interest to find student 'representatives', giving the ANU the power to select who it wants to hold itself accountable. This is an obvious breach of trust and accountability, and must be overturned immediately to ensure that the new Committee has the faith of students.*

### NECESSARY ACTIONS:

1. Cultural Action Plans must be immediately released to the ANU community, and specifically to residential halls. In their absence, the ANU should clearly admit that they do not have Cultural Action Plans, and provide a timeline on the creation of them. Cultural Action Plans require constant review and reconsideration which can only come through whole-of-community transparency and discussion.

2. The Broken Promises Response must be updated to include the work done to review every ANU commitment in the SASH space. This should include releasing a full response to all 28 Broken Promises; specifically, the Broken Promises Response mentioned a 'methodological analysis' of reports that needs to be published.
3. The new Student Safety and Wellbeing Committee must have its student representatives drawn from elected students, as these students have not only been actively selected as true representatives but are also more likely to have the depth of experience and knowledge necessary to navigate ANU's bureaucratic minefield. The ANU cannot curate the student membership of their own bodies of oversight and accountability, thereby disregarding democratic systems of accountability.

#### RECOMMENDATION 4: CLARIFY REPORTING, DISCLOSURE, AND SUPPORT-SEEKING PROCESSES

*Years of inconsistent approaches and efforts by the ANU has led to a number of staff and students lacking an understanding of how practical elements of ANU's prevention and response frameworks actually operate. Multiple consultations referenced students' experiences of seeking support from staff as confusing and seemingly disorganised. Obviously, this is not a reflection on individual staff so much as a reflection on the fragmented and varied systems for reports, disclosures, and other processes that the ANU has created over the years.*

*In the first instance, the lack of knowledge about where survivors should be referred on to remains concerning. Secondly, however, it is also concerning that the range of options that a student can access from a report and disclosure respectively remains unclear. These must be easily accessible to all students and understood by staff, so that students can make informed decisions on what outcome is desired and how best to achieve that outcome.*

*While any particular outcome cannot and should not be promised, it is nonetheless important that survivors have a very clear understanding of the full range of possibilities available at the ANU, and what steps must be taken to potentially lead to that outcome. Expectations can be managed for students effectively whilst also being transparent about what options the ANU has at hand.*

#### NECESSARY ACTIONS:

1. Staff across the university must be made aware that the Student Safety and Wellbeing Team is the best point to which survivors should be referred. It remains concerning that staff are not confident about what the simplest support option is for students, and this can only be rectified with clear, centralised messaging.
2. Staff in pastoral care positions themselves must have an intimate knowledge of the processes of disclosing and reporting. Students in times of distress will undoubtedly not always be able to meet with a central team, and may seek the support of staff that are closer to them.
3. Greater efforts must be made to promote the Student Safety and Wellbeing Team to students as a resource that they can directly access, with or without a referral. This should also include an effort to clearly promote the specific supports that students can receive from the team. Furthermore, it is important that clear summaries of what outcomes a student may expect from either a report or a disclosure. These summaries must be widely disseminated and easily understood, particularly for staff.
4. An immediate commitment needs to be made to building an online presence of ANU's sexual violence resources that is no longer fragmented and confusing for survivors. This needs immediate attention from IT specialists working with relevant staff.



5. Potential safe-making and reporting outcomes need to be publicised in accessible and easily available lists or diagrams. Survivors deserve to clearly understand potential outcomes from a disclosure or reporting process.

#### RECOMMENDATION 5: CREATE A SYSTEM THAT ACCOMMODATES FOR SURVIVORS

*With the prevalence of sexual assault and harassment at the ANU alarmingly high, it is time for the ANU to commit to specific structures and processes that accommodate for survivors. All students in hardship deserve systems that ensure that they receive the full support and assistance that they need in order to continue to study at the ANU in the safest, most secure manner possible.*

*For students who are survivors, a range of pressures can be experienced in their lives that prevent them from engaging fully with their academic or other work. The ANU must not only consider how best to support those students when they first seek help. Survivors are often in states of mental disorientation and confusion when they initially reach out for support, and may struggle to think of what they will need help with in the days and weeks ahead. It is here that a Case Worker can provide key support through offering services for the survivor to know they have on hand in the coming weeks. An example could be that a survivor makes a disclosure in Week 2 of a semester, and receives immediate support. However, the survivor is not thinking of an essay they have due in Week 4, but when it comes round to that time, the survivor finds themselves unable to complete the task due to their traumatisation. A Case Worker could help ameliorate this by offering a Letter of Support in advance, which would be valid for things like extensions or extenuating circumstances applications.*

*A similar example may be that students are not aware that they can receive a fee exemption from courses that they have submitted a Late Withdrawal for. This fee exemption is more than justified for survivors whose studies suffer as a result of their experiences, and they deserve to know that an option is available to them that will decrease their financial burden in future years.*

#### NECESSARY ACTIONS:

1. The ANU must codify the powers of a Student Safety and Wellbeing Team Case Worker's Letter of Support. The majority of Course Conveners appear to respect these letters of support when presented by survivors, however, it nonetheless should become university policy.
2. The supports that are on offer to students should be widely available. Students should have access to the full range of information they need in order to pursue the outcomes that are best for them. Survivors should not have to find out what options are available through friends, rumours, or when they get into the room with a Case Worker themselves - the information they need should be readily available.
3. The ANU should support survivors beyond one point of contact - consideration should be made of what potential supports could be required in the future.

#### RECOMMENDATION 6: ACTUALLY LISTEN TO STUDENTS

*Attached to this report are over 30 consultations that the ANU Women's Officer ran over the last few weeks and months. These consultations were conducted with real ANU students, including students who held leadership positions, who understood the needs and wants of their communities. These students care deeply about seeing the best outcomes for everyone. These students' voices deserve more than acknowledgment or even mere provision of a response. Instead, it is time for genuine engagement with these voices, without dismissal, or patronisation of students.*

*Time and again, students have provided dozens of recommendations to the ANU that would tangibly improve the lived experience of survivors as well as reducing the prevalence of SASH on campus. When those recommendations come*

*with too hefty a price tag, or the idea falls afoul of someone up the decision-making ladder, then those ideas are simply thrown out by the ANU. This must stop.*

*These consultations show the nuanced, compassionate, comprehensive thoughts and ideas that students hold about their university. This body of work was completed in a shorter time frame, with complete transparency to both participants and the broader community, than comparative ANU documents. By comparison, the ANU claims to have consulted over 200 stakeholders about their recent "full action plan" of their Student Safety and Wellbeing Plan, yet almost no students included in this document had been consulted on that plan. The disparity between what students can produce through consultation and what the ANU produces without consultation is concerning and highlights the ANU's persistent refusal to make changes in line with the needs of the broader community.*

*It is not enough for students' demands to be acknowledged. Students not only study, but live and work at the ANU, making it our university as much as anyone's. When students cry out for change, that is not a stakeholder group to be managed - it is a community of people with a deep sense of investment and care about their peers. Communities should have power and influence in the places they exist, and it is time that the ANU's leadership starts to listen properly to their own community.*

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#### NECESSARY ACTIONS:

1. Provide a full response to the Too Little Too Late Campaign's demands. Multiple points remain unanswered and unengaged with from the General Meeting that was held earlier this year. Namely;
  - The ANU must immediately commit to funding support via ANUSA's grants program to survivors in need of financial assistance due to personal distress from their experiences.
  - The ANU must immediately commit to supplementing outsourced pastoral care (i.e., for-profit institutions managing pastoral care) with in-house pastoral care provided by ANU staff only. Students deserve the highest standard of pastoral care during their time here, and that can only be assured when the ANU takes full responsibility of pastoral care, instead of passing the buck to other organisations and companies.
  - The ANU must immediately commit to ensuring SA8 has a high level of pastoral care when it eventually opens. This would include minimum staff-to-student ratios, a commitment to not outsource the pastoral care, a commitment to ensure senior residents are in the third year and above, and other relevant assurances as arranged with student leaders.
  - The ANU must immediately commit to Wamburun Hall transitioning to a hybrid hall run by the ANU. There should be an identical funding and staffing model at Wamburun as at any other hall on Daley Road.
  - The ANU must immediately commit to student leaders to sit on hiring panels for key staff positions, such as heads of halls and other residential staff positions.
  - The ANU must immediately commit to using its powers to remove students from residential halls for violent and harassing behaviour. A student who assaults another student should never be able to gain accommodation on campus again.
  - The ANU must immediately commit to creating prevention campaigns based directly on the feedback provided by student leaders with the real, on-the-ground experience.
  - The ANU must immediately commit to fully resourcing the RRU and ensuring there is strong strategic direction, including ensuring that independent experts are hired and adequately paid.
2. Students' demands must be treated with the same respect and seriousness of any other recommendation made to the university regarding matters affecting the entire university community. The people who know what is best for their community are those that live in it every day, and those voices should be lifted up, never ignored.
  - Demands made and agreed to by the student population (such as those voted unanimously in favour of during the Too Little Too Late Special General Meeting of over 400 students) should be formally included in the actionable agendas and operational plans discussed in the newly formed Student Safety and Wellbeing Steering Group and Student Safety and Wellbeing Committee.

## APPENDICES

Appendix 1: Consultation with ANUSA BIPOC Department

**Who was present:** Chanel Nguyen (ANUSA BIPOC Officer), Angelina Inthavong (ANUSA BIPOC First Year Representative)

<b>Are you familiar with ANU's sexual violence response services?</b>	No - although people are very informed about types of troubles students have with RRU and justice seeking, similar to what is experienced with reporting racial justice. For racist reporting there is no institution to report to, only reportable if it reaches a criminal level. BIPOC communities are aware of what is happening on campus, very on board with protests. As a first year, it is very unclear how to access a process of response and reporting, if you're at all a hall your only option appears
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - people do not trust the university to do things and take action. Reputation and anecdotal experiences mean people don't want to interact with the processes. BIPOC students are disproportionately affected by these issues, not enough specific staff. Shocking that there is no system that reinforces a belief in survivors, there is no apparent benefit to reporting.
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - if they were appropriately staffed then the statistics wouldn't be so bad. We also perform the worst for racism based on the Racism Report conducted by the BIPOC Dept in 2021. Have had prospective students reaching out online to ask if ANU is a safe space and it is so difficult to answer because there is such a lack of support for marginalised communities. Experiences with reporting racial violence are similarly under resourced.
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	No - Type of staff also do not meet the needs of marginalised communities, need for cultural awareness and better qualification. Absolutely not. Comes down to fundamental disagreement on what is a prioritised issue - i.e., the ANU refuses to acknowledge racism at the university, have had issues with sexualisation and fetishisation and dangerous SASH incidents that only led to a student being told to move residences.
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	No never, ANU doesn't really interact with the BIPOC Dept at all. Have been trying to get a BIPOC Safe Space all year, feels like they want to exhaust you with an administrative process until you give up. Always reaching out to them not the other way around. They need to actually have students involved in administrative spaces. Have been asked about diversity in other spaces, i.e., scholarship diversity and it seems like when staff raise concerns it is only because they have lived experience and understanding of racism.
<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	None - the lack of consideration of racism is a compounding factor that makes students less likely to feel safe. Hard to address when it seems like issues are not taken seriously
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST,</b>	Lack of response time - racism report hasn't been responded to; response is at least five months overdue. Feels like staff do not actively care the way students do. Very exhausting process to engage and interact, these staff seem to appear to work together but then consistently exclude student advocates from

<b>Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	<p>conversations. Box-ticking activity when discussing issues, rather than discussion actually producing outcomes. Feels like a political debate when it should not be. Students who go through processes at the residences find it in tiresome and disheartening because the process is so long and tiring many students give up. Making SASH reports or complaints is so inaccessible and tiresome. Super lengthy and it drains students of hope when they are struggling to find help and consistently passed on to different staff. Fetishisation is a big issue, but students are not comfortable reporting this because it is so stigmatised and it seems like admin will not take this seriously as a SASH issue as has been exemplified in past. What gets reported is just a fraction of what is actually occurring. A lot of people are unaware of the complexities and prevalence of racial fetishisation</p>
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	<p>Increasing normalisation of certain behaviours that particularly bad for BIPOC communities i.e., locker room talk. Processes for reporting and disclosing or even considering these situations is incredibly draining and inaccessible particularly for low SES students. Major considerations around legalities of making a report and not understanding of how this may impact a student making a report. If the burden to report something is always falling on the survivor who is expected to move residences this is extremely difficult particularly for low SES students. Staff need to be trained to make appropriate considerations for inclusive and intersectional approaches to accommodate for BIPOC or low SES students in particular. Very concerning to put the onus on the victim. Sometimes students are expected to fix situations themselves when they are struggling with difficulty. So many layers of further marginalisation of community. We don't have staff in the pastoral care space who are BIPOC and this is the same in the Canberra market - super expensive and inaccessible. Very hard to get help, people are forced to interpersonally sort out SASH issues. BIPOC students often face ostracisation for calling out racist and fetishising behaviours, issues often only taken seriously if they affect white people. SASH takes a heavy toll on mental health and lack of support exacerbates this - demand for psychologist services is huge and people have to wait incredibly long periods to speak to different mental health workers. Excluding BIPOC voices from consultation is a huge failing.</p>
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	<p>Need to provide more culturally sensitive education including the realities of fetishisation. Need to be clearer about what is not ok. Need more culturally diverse and trained staff. More education around how differently marginalised people are disproportionately affected by SASH, need to increase visibility of these issues and de-stigmatise these people seeking help and making reports. You can be dehumanised and the stigma can be debilitating when you are intersectionality oppressed. Services need to be better promoted and more accessible. Needs to be zero tolerance for racist behaviours and SASH in the same way. Consent training is to heteronormative but also panders to specific white audience without acknowledging the disproportionate impacts on marginalised communities. Education needs to be delivered more regularly and consistently rather than just once during O-Week; people need to be doing refresher courses at least twice a year. Education needs to be updated regularly. Need for improved transparency and accountability, often the ANU doesn't follow up or respond because there is no accountability mechanism, some response is always better than silence. They need to be made to take account for inaction - not just be burdened student advocates. Most institutions do have accountability mechanisms, the ANU needs this even more given the power imbalance with students. Student advocates are also students and are trying to make campus a better and safer place but are not taken seriously, need to be empowered by the system. The people with most experience and understanding around SASH at ANU will be students, when they are left out obviously will not be good enough. BIPOC Dept have never been spoken to about cultural change or plans, why is the ANU not consulting leaders who have been elected to represent and speak to a large number of students.</p>



### Appendix 2: Consultation with ANUSA Disabilities Department

**Who was present:** Mira Robson (ANUSA Disabilities Co-officer), Maddison McCarthy (ANUSA Disabilities Co-officer)

<b>Are you familiar with ANU's sexual violence response services?</b>	No - some probably are but nothing has been made explicitly clear, we have been talking about putting together resources but nothing has been made clear
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - similar to above, not specifically, there may be more awareness that a mechanism exists but not what or where
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - generally DSA doesn't think ANU is appropriately staffed but especially so for Counsellors, Doctors, A&I, RRU
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	No - if there is diversity it is not apparent, not having a female GP in particular is concerning for DSA, case managers and A&I are better gender wise but not in terms of other forms of diversity. Counselling diversity in terms of any axis other than gender is bad, profiles of people online don't give you a good idea about specialisation e.g., queer counselling. Counsellors aren't that helpful in terms of long-term trauma, would help to have a psychologist and psychiatrist as part of the medical centre.
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	No - we haven't and don't think the past officer has either. Possible that past officer did individual advocacy for students in difficult positions with lack of content warnings

  

<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	Not much - trust it as much as I see it work with other systems, I see most other systems fail students consistently. SASH has a greater proportional impact on students with disabilities and DSA has no confidence that ANU is supporting students with disabilities.
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	Only experience has been with the RRU, in terms of shared space, the way the issue was raised was not ideal and was handled during exams. The RRU did not want to handle things online/over writing and it was very difficult to organise a meeting. Lack of respect for students' time and wellbeing. Every interaction has been painful or actively problematic. Have had no interaction with other services other than at SR training, have had no interaction since then.
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	Lack of knowledge around reporting and lack of support after the fact, A&I has always been a problematic system, lack of access to info and then support. A&I are very diagnosis focused so if you don't have a diagnosis, it can be very difficult, after a SASH event it takes time and money to get a diagnosis and for mental health conditions like PTSD to manifest. Prevents interim support. EAP's take a long time, if they were more willing to accept a GP's note it would go a long way to ensuring interim support



	rather than hoping a lecturer respects your needs. In accessing support services like counselling or medical centre, there are crazy wait times, on the day appointments fill up quickly. There aren't enough bulk billing external services and heavy impact on DSA members. Need at least 2 or 3 women GPs, if you need an initial consult about issues like SASH you don't want to be waiting that long. No continuity in service when female GP left. Lack of trauma informed staff and conduct, including content warnings in classes, staff refusing to change behaviour.
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	Lecturers need to have respect and understanding for EAPs, including not understanding how they work or refusing to make accommodations. A&I is a difficult system to work with, quite a lot of students can't go through EAP process without enough money for diagnosis process, or executive function. Hopeful that new system is better. Better sensitivity training on student wellbeing and disabilities for staff - a lot of classes cover traumatic content, need to make considerations. Students need to know about available services. Better and more support people available makes help more accessible. A lot of halls don't even have disabilities advocates and SRs aren't trained in how to best support students with disabilities, this is equally as important as other training. Having quieter and disability friendly spaces on campus, the spoons space is not central for other parts of campus, need to make sure there are more quiet spaces for all students is important, there are often unofficial safe quiet spaces, but these should be made more official.

### Appendix 3: Consultation with ANUSA Indigenous Department

**Who was present:** Katchmirr Russell (ANUSA Indigenous Officer)

<b>Are you familiar with ANU's sexual violence response services?</b>	No - Indigenous students can often only find culturally safe support through the Tjabal Centre. Auntie Anne has helped some students through the process, although this is far from her job. But this is seen as the safest service available. If I am experiencing racism and disrespect from the ANU, I am unlikely to reach out.
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - if Indigenous students have a problem, they will often end up crying at the Tjabal Centre. Even myself as a student leader doesn't know
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - the RRU was not a successful solution, don't see the university making movement towards honouring commitments made over years.
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	Probably not - have never gone through the processes, have not heard good things, unclear how much diversity there is.
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	Yes - had one meeting two years ago with the RRU at the beginning of the year about how to do better. Conversation went nowhere and there was an expectation that I would be able to tell them how to function in a culturally safe way. Was repeatedly told things 'Were not their job'.



<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	No confidence. I was in Year 12 when the last report came out, it was centred around Sydney Colleges but coming to ANU I realised nothing has really changed. In 4 years, I have seen nothing.
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	First experience with SASH relevant staff, they were denying responsibility and accountability. Tried to remind them that I am a student and not the solution to cultural safety. Inherent racism and barriers not even discussed. People in charge used to be excited to see me as an Indigenous student but now don't even make eye contact with me. Quickly became the voice he didn't want to hear.
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	Comes at every stage. Aboriginal students are more likely to be racially sexually assaulted and harassed, as well as fetishisation. More vulnerable to SASH. No personal safety experienced under structures that are so culturally difficult to navigate. Difficulties for Indigenous scholarship students who receive funding through ANU, Kambri Scholars etc. face fears of upsetting the university. Seeing statistics and reports and then nothing changing is so hurtful. Not all students are comfortable accessing the Tjabal Centre, we need an Aboriginal trained staff member who is prepared to respond. Tjabal Centre staff are meant to be providing academic student support and bursaries etc.
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	We need to get away from ANU's bureaucratic system, bringing back external clinic and external services. Should not be in ANU's hands and response should not be dictated by an academic institution's will. All responders need to be fully trained experts, and appropriately resourced - these services need to be properly promoted to become accessible to all students.

Appendix 4: Consultation with ANUSA International Students' Department (via online form)

**Who was present:** Aarfa Khan (ANUSA International Students' Officer & Senior Resident at Lena Karmel Lodge)

<b>Are you familiar with ANU's sexual violence response services?</b>	Yes
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	Yes
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	No
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	No
<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	I do believe that the SASH space is an area where there is a severe lack of dissemination of information from ANU staff to the student community. The educational resources and support avenues provided to students are scarce and inadequately advertised especially when it comes to outlining channels of immediate response to such incidents. Furthermore, despite SASH being an issue that has been adversely affecting the international student community among others, I do not see an effort on ANU's part to

	ensure that the specific needs or cultural considerations of the international cohort are addressed in its response and prevention approach.
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	I have attended pastoral care training sessions conducted by the RRU and Residential Life Staff but most of them were not SASH related
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	After looking at the staggering figures of SASH incidents that have occurred in the recent past accompanied by the lack of reforms and the student advocacy in this space, I do believe that students are progressively losing trust in ANU's response to sexual violence. This could potentially aggravate a number of different problems: further under-reporting of SASH incidents, under-utilisation of support services available, poor mental health and a feeling of abandonment amongst the survivors.
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	More transparency and accountability from ANU: reputation should take a backseat and provision of support to survivors should be prioritised. Diversity and inclusion should be major factors in hiring pastoral care and support staff involved in the sexual violence space so that students from different backgrounds feel much more comfortable in making disclosures and seeking appropriate support.

#### Appendix 5: Consultation with ANUSA Queer Department

**Who was present:** Remi Prica (ANUSA Queer\* Officer)

<b>Are you familiar with ANU's sexual violence response services?</b>	No
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - hear lots of bad experiences particularly with counsellors
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	Not sure who any of the staff are, have heard that when people come to speak about queer issues in the residential halls people tend to get quite uncomfortable
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	No - have been contacted to get a coffee with someone from the RRU but just for introduction
<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	Very little - particularly with lack of response to Too Little Too Late, can't imagine anyone in the QD or beyond going to ANU for help - things never get



	resolved.
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	Have had none, never been talked about with me as an off-campus student, never been told where to go
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	Unable to provide a response at this time
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	Unable to provide a response at this time

#### Appendix 6: Consultation with ANUSA Clubs Officer

**Who was present:** Phoenix O'Neill (ANUSA Clubs Officer)

<b>Are you familiar with ANU's sexual violence response services?</b>	Not really - especially not as leaders, clubs leaders are unlikely to have been educated about how to access the services if they know it would only be personally not in their role. Training that is received can be good but is often too late. In residential environments disclosure training is really useful but this isn't provided for clubs at all. Open sessions are not well promoted
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - don't have a great gauge but would be similar to above
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - definitely not, particularly res hall staff and not from what I have seen of the RRU
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	No - have never met anyone in this space who isn't a white woman
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	No - extremely briefly spoke with the RRU after reaching out to them. Concerning considering how prevalent SASH is in the clubs space across universities.

<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	Not much - only things I have heard is clubs being unsure about what to do when SASH occurs in clubs spaces, it should not fall to club executives to deal with the emotional and social fallout of SASH incidents in club spaces. A lot of clubs don't have an understanding of what is happening in this space and people have come to me for help navigating issues of SASH and discrimination.
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	In clubs role it has been very minimal - surprising that not much has been done on this front. At res halls RRU disclosure training was good but took way too long for student leaders to get it and student leaders were initially told they could not receive the training because they were not meant to be receiving disclosures - although they definitely were. Have provided support before to students facing poor responses from res hall staff. Lack

	<p>of staff strongly hindering ability of staff to provide support. Very difficult for staff to provide care when overworked and understaffed. ANU also struggles to retain staff as we have seen with staff running through heads of hall every single year. High turnover also means staff do not have long term experience and understanding of the system. Really frustrating to watch and achieve progress when always changing.</p>
<p><b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b></p>	<p>For club executives - not having education or communication about policies and procedures for receiving disclosures, handling SASH incidents and creating safe spaces. Difficult and complex to make spaces safe during and after incidents. People do not know where to go for support whilst they are supporting others. Understaffing is a huge issue. ANU lack of action and acknowledgement of problem makes club spaces less enjoyable and less perception of safety. Clubs having to come up with policies as they go and potentially mishandling situations. Things often get quite bad before students reach out to for help. Unable to navigate confidentiality. Clubs officer setting up special events training despite the fact that the university sometimes blames large events for contributing to SASH incidents. Previously this training has not included anything to do with SASH safety at events. This sort of training should be coming from trained professionals and should accommodate for the long term fall out from incidents occurring in clubs spaces.</p>
<p><b>What do you need to see from the ANU in this space in order for your community to be safer?</b></p>	<p>ANU needs to engage with club spaces. Only time this has occurred so far is the creation of a webpage that listed incorrect information and to take credit for clubs that they are not involved with. Clubs officer needs to be advised by experts who can help provide structural and individual support to clubs. Creating a relationship between the clubs and a case manager as liaison. Clubs spaces and SASH incidents are ignored by ANU because the university only focuses on res halls (if anything) even though this is also an area of concern. Concerned that there are low reporting rates from isolated clubs spaces, disclosures are being made but never appropriately escalated or referred on due to lack of education and communication. Clubs are often off-campus students' main support network, people in these spaces are often much less educated about response services than those on campus. Clubs are very decentralised. ANUSA needs more SSAF to ensure greater oversight over clubs for ANUSA. Clubs need to know what to do when problems arise - they know how to deal with financial and event problems but when it comes to SASH, they know nothing. Need to have staff available to support clubs - ANU is not taking general preventative measures to address SASH more broadly. Only functions on campus seems to interact with clubs. Need to create cultural change action plans in future for clubs - these are also areas that need to be shaped and changed. Culturally working on a training system that is more accessible and consistent. ANU cultural change on a broader level will affect clubs and be able to be introduced into these spaces. Clubs officer feels burden to take on a lot of responsibility in this space despite being a student.</p>

#### Appendix 7: Consultation with ANUSA President

**Who was present:** Christian Flynn (ANUSA President)

<p><b>Are you familiar with ANU's sexual violence response services?</b></p>	<p>Yes - but only aware as a result of my leadership roles within the ANU and having had to direct students to resources in past</p>
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<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	Unsure - I have some understanding but often it is exceedingly confusing and difficult. Full lists are needed in order for students to understand and be aware of the kinds of processes and procedures they may encounter/
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	Absolutely not - even now we see major gaps in the creation of key SASH response and prevention staff. Without full staffing of these teams, students have experienced lacking support and communication. There have also been historical issues in understanding staffing numbers - it has been unclear in many meetings the status of staffing and resourcing in several key areas of the ANU's response, including residential halls, the RRU, and ANU Counselling.
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	No - particularly for student facing positions diversity is incredibly important to ensure that all students feel they have someone they can speak with and will be comfortable accessing for disclosures and discussions of personal experiences. ANU staff are needed to cover gaps created particularly for international students.
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	I think I am the most consulted student at the ANU. My concern is that there are a number of decisions made in this space on which students (including myself) make input that is not valued highly enough by the ANU. Most communities at the ANU - particularly people from marginalised backgrounds are offered significantly less input and consultation regarding their lived experiences in the SASH space.

<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	Confidence in the ANU's approach was probably never particularly high, but this has shown little signs of improving. While there are definitely improvements in some areas, actions that consistently undermine trust and transparency leave confidence in the ANU shattered. The ANU consistently prioritises its PR strategy and reputation over actually engaging with this issue – why else would they release their student safety plan 2 days BEFORE students could see the NSSS results? It reflects a deep distrust on ANU management's behalf of students; a fundamental belief that students want things for the university that are somehow at odds with what is best for the university.
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	The majority of my interactions have come about through my work as an advocate in this space. I have seen how hard some staff on the ground work to improve the student experience, but I am time and again left unsurprised at how little management cares about properly resourcing the services that matter most to students. Staff morale does suffer, yet often that is pinned on students for protesting service provision, not on the ANU for failing to appropriately compensate staff in undoubtedly difficult roles. No matter what, the responsibility never rests on the ANU; it's always on the students, on the staff, on the media, it's always someone else's fault. Typically, this fails to take into account any tangible consideration of power imbalances.
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	I would say that the main effect of ANU's approach is to deliberately demoralise and undermine student movements, on this and indeed other issues. Every positive step in this space came about as a result of the sheer will and determination of survivors to have their voices heard, yet the ANU would never admit that it was students that have forced them to act. Instead, we have years without progress, then suddenly, when media and public pressure becomes too much, there's a sharp shift in the ANU's approach. All of a sudden, the ANU is

	claiming that they always had plans for X, that they always intended Y, that everything fits in with their endless strategies. The Student Safety and Wellbeing Plan is a great example of this – certainly positive steps were taken, but with little actual student consultation and almost no active incorporation of student demands that didn't align with the ANU's financial interests.
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	The ANU needs to realise that this problem is not something they can solve without students. It's not enough to say that students need to lead cultural change – like all things in this university, it is students who actually make change, and the sooner the ANU realises that more, not less, power needs to be given to students to address SASH on campus, the sooner actual progress can be made. Student demands, carefully considered, consulted upon, and well-founded, should form the basis of ANU's approach, not feature as something to be palmed aside, or at best, briefly and curtly responded to in a 4-page document. I refer to the Broken Promises Response specifically, which doesn't respond to the 28 Broken Promises and admits as much, but still has the audacity to claim students were inaccurate in the report.

#### Appendix 8: Consultation with ANUSA Vice President

**Who was present:** Chido Nyakuengama (ANUSA Vice President)

<b>Are you familiar with ANU's sexual violence response services?</b>	Yes - because of my leadership role, was not aware of any services until August 1st 2021 when the Broken Promises report came out. Had no idea what the RRU was, only know about the SST because I was VP at the time.
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	Yes - same as above. Didn't know this was an option until the protests last year. Did not understand what Registrar was capable of until coming into the role and receiving a handover. Lots of people I know do not know about any of this, especially off-campus people.
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - big staffing black spots in terms of students who are not on campus
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	No - they need at least staff who speak the most prominent languages of International Students including Mandarin, Cantonese, Hindi and Punjabi. No black staff in this space. Need a diversity of experience especially because of diversity of students' needs. Need a vast area of languages spoken and marginalised backgrounds and cultural awareness. Counselling and medical staff need major trans education delivered as well. No diversity in medical staff makes service inaccessible
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	Yes - in my capacity as VP, however updates delivered in meetings often seem disconnected from reality. Often blindsided i.e., Student Safety and Wellbeing. Never once consulted or acknowledged whilst BIPOC Officer.
<b>How much confidence does your</b>	Zero - in predominantly BIPOC off-campus communities these services do





<p><b>community have in ANU's approach to sexual violence response and prevention?</b></p>	<p>not exist and we would never access them. A lot of structural reasons that BIPOC students do not access support or report especially given complex relationship to justice system - adds importance to university's role as they have an opportunity to play a restorative role. Have received disclosures and as a result educated myself on the systems. Most students I know have had to access services external to the ANU and never gone through ANU systems. Attachment of records to a number is difficult - same institution where you receive grades, occupancy agreements etc. Any failure of ANU bureaucracy contributes to feeling of unsafety and insecurity in seeking support - why would you seek help if you have been let down before? No confidence in approach to prevention - ANU misses so many people, consent matters should be across the board and also improved. People don't understand what primary prevention is or find it offensive that there could be prevention with such poor response. People who come to Uni as a survivor are also let down. Not trauma-informed at all above university students in particular.</p>
<p><b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b></p>	<p>Positive interactions with the case managers - always positive. Bureaucratic staff and university experience staff often feel like they are discrediting student voices and vilifying voices of advocates. Interactions with leading staff is often so unempathetic, no understanding of reality of situations, feel that we are seen and treated as statistics. Only incentive to make change appears to be a financial incentive. Student leaders are given the bare minimum in time and decision-making staff speak to student leaders as if they care more than others about SASH but are then incredibly inactive and fail to prioritise change. Disgusting that students are vilified for protesting and calling for action and feel that these staff believe that perpetrators are out of their control. At this point have lost faith in safety of ANU completely - unclear how much longer these statistics will remain and how many more years until ANU's reputation will just become one of SASH.</p>
<p><b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b></p>	<p>Students drop out all the time as a result of poor response and prevalence of SASH - no stats recording this are available. Inaction is incredibly polarising - perpetrators know that they can get away with it and continue to offend. Difficult for students to function in this environment - completely ruins lives and perpetrators stay fine and become the ideal ANU student who the halls and institution are built for. Student leaders and survivors being vilified by university bodies, approach of staff is completely based on being agents of the system. People will not refer to internal services until they are trusted. People do not have faith to report because they will not achieve better outcomes. SASH data is so huge and yet issue is still not treated with appropriate gravity. Linked to lack of accountability. The appointment of people who are not SASH experts and do not have relevant experience in SASH matters results in a complete disconnect from students. There is not enough staff - it is so unfair to place such a heavy burden on residential staff. These people are not paid enough or have enough training to be responsible for SASH handling. No accountability for perpetrators or ANU staff. Misplacement of blame on things like alcohol. Student leaders likewise take on a heavy burden and are not trained to be receiving disclosures - not a professional who is paid to deal with these things. People rely on each other and their friends because they do not have faith in the system. Staff tasked with meeting student demands or making change are not experts in the field and make decisions arbitrarily i.e., release of Student Safety and Wellbeing Plan. ANU treats this as a transient issue and not a long-term major issue.</p>

What do you need to see from the ANU in this space in order for your community to be safer?	Hire someone at DUE level who only deal with SASH - that is the level of care and time this issue requires - a specialist and expert in this space. Empowering staff to actually make changes. Formal apology to survivors from the VC. Want to see priority funding to the Student Safety and Wellbeing Team as well as counselling and the medical centre - to show real prioritisation of these spaces. Onus needs to be placed on ANU to make and seek change rather than on students. Cultural change within the residences needs to be properly addressed. Need 24-hour staffing to support students. Provision of more options for survivors and students to access - don't do enough diligence around seeking support. Website needs total overhaul it is so difficult. Need to take accountability in messaging and be much faster in reacting and responding to students. Need to engage in good faith with students rather than being so adversarial so we move at a snail's pace. Need to allocate funding to this space quickly. Need an actual zero tolerance approach to handling disclosures and reports. Need for the person with oversight over SASH at ANU to be the VC and should empower an expert to do whatever is necessary to make changes. Currently layers and layers of bureaucracy - we need someone with a dedicated high-level role perhaps in senior management. SASH needs to be acknowledged as separate to university experience. Stop deprioritising this issue.
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#### Appendix 9: Consultation with PARSA Student Representatives

**Who was present:** Nancy Zhang (PARSA Women's Officer), Eleanor Cooper (PARSA General Secretary)

Are you familiar with ANU's sexual violence response services?	No Info only provided to limited number of students, people who care will know more but those who don't will have no idea. Training to be mandated and staff training needs to be mandated.
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	No - lots of confusion around reporting and disclosures. Anything that deals with higher management is not engaged with due to fear surrounding official reporting channels. Awareness that SASH is an issue but not how to deal with procedures. Students are unsure and afraid.
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	No - we have requested previously for increased staffing in clinical services but has been rejected.
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	No - particularly given how small the team is it is near impossible. Needs to be more and more diverse staffing.
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	Yes - was meant to be consulted today but this has been pushed to next week. If chased up and requesting consultations then these meetings occur. We have not seen results but have seen pledges for action - everything moves so slowly it is unclear if things will occur.
How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Low to moderate. Have seen more actions in previous years - when Nous came out change seemed to occur.

<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	Overall positive experiences but frustrating. Speed of response is slow but will to change is there. Staff have a positive attitude.
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	Lack of mandated training, knowledge of how the system works and lack of trust in the university - unclear whether making a report or disclosures will affect academics. There are completely different contexts for HDR students vs coursework students - power imbalances, more one-on-one interactions, can be very difficult to fix in situations in which someone is left uncomfortable. Similar issues for coursework students as undergrad students. Particular difficulty for international students - lack of linguistic diversity, diverse staffing very important for this demographic. Wrong to promote a multicultural campus and then not support these students. Lack of communications around what is safe in reporting and whether visas will be revoked, leaves people upon to exploitation. When we talk about communication there are major failures. Promotion of services is majorly lacking.
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	More diverse staffing and linguistic provision. Better communication about support services that exist and clear comms about what will/won't affect residential status. Making sure that all staff facing students are effective and timely in response. Expanding outreach practices, needs to be clear communication for postgrads. Reforming education programs, mandating consent and disclosure trainings. Mandating training for both staff and students. Awareness needs to be raised and students need to be reached. Services need to be made accessible.

#### Appendix 10: Consultation with Bruce Hall Student Representatives

**Who was present:** Anonymous

<b>Are you familiar with ANU's sexual violence response services?</b>	No - only people who are familiar are those who have gone through it or had a friend go through it. Especially bad for first years. I know that the services exist but not exactly where they are or what they do. We have talks about services at the start of the year but have not retained any information.
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - if you want to do something at Bruce you would speak to your SR, knowledge about who the Registrar is etc. is not spread
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - not familiar with SASH staff at ANU, at halls specifically there are definitely not enough - would love more staff who are trained and properly educated in SASH response. Students don't feel comfortable speaking with staff who are not specialised. At other halls some advocates receive disclosures without any formal training, at Bruce the advocates don't receive this training either. Quite difficult to get an appointment at ANU Counselling and a daunting process to get an appointment. Not enough at ANU or at Bruce
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual</b>	No - at Bruce there could be a lot more diversity, particularly race and sexuality.

violence space?	
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	Not at all - have never spoken with anyone. At Bruce the GSA portfolio has SRs on it as well but non-SR's do not receive any training to do with SASH.
How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Not much - returners are familiar with ANU's poor handling of SASH and prevention of SASH. First years are quite unfamiliar with SASH issues more broadly but are already disillusioned. Within Bruce there is an internal reputation for being amongst the worst for SASH at ANU.
What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?	Have positive interactions with Bruce Wellbeing Coordinator, was supportive and empathetic which was positive. Interactions with the RRU have mostly been neutral, in a meeting about cultural change the problem was acknowledged but nothing was ever done. Very mixed reviews of interactions - complete mixed bag of experiences some positive some negative.
What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?	N/A/
What do you need to see from the ANU in this space in order for your community to be safer?	More staff and better training for staff. Everyone needs to be trained but also needs to be a clear expectation that SASH disclosures and cultural change should not fall on to students. Needs to be more active conversation and communication around culture. Normalising discussions around culture and behaviour. Information about reporting, disclosures and support services needs to be made more readily available and well promoted to increase general knowledge. Split of the RRU and SST has not been well advertised at all - we are trying to clarify this for students but very few people know about this, needs to be promoted. So many issues with reporting, needs to be opportunities for student feedback and the process can be fixed and updated. Should be able to provide feedback on other services at ANU including counselling and response services as well as the Registrar's Office.

#### Appendix 11: Consultation with Burgmann College Student Representatives

**Who was present:** Isobel Barry (Burgmann College Women's Advocate)

Are you familiar with ANU's sexual violence response services?	No - there is a disconnect particularly for Burg as a result of being a private college and having own services which has benefits but also means that the system is disjointed. The women-identifying students at burg have a better understanding than the men. The wellbeing team came in at Burg to talk to students after Commencement.
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	No - same as above, people may be familiar with the online reporting tool but not the registrar or how the process works, need to spend time on the website to better understand. Most people would choose to go through Burg processes instead



<p><b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b></p>	<p>No - wellbeing team has very few case managers, RRU are many figures in the SASH space but they are so under-resourced as well. The fact that this such a huge issue at ANU means that there should be way more staffing. Student safety team is too small. Burg has a very small admin team, a lot of pastoral care falls to student leaders, having a few more staff would be of benefit even if they had a specific role to target one issue as everyone is spread thin. Would almost consider the RAs as part of the pastoral care team, but to be trained you would need to spend years of your life to make it safe for you and the person making the disclosure. Have seen huge issues with major disproportionate burden falling on women identifying community members. Can be empowering to speak to a peer but they need to be given appropriate trained and supported.</p>
<p><b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b></p>	<p>No - barrier for international students seeking support in terms of any kind of pastoral care. Don't even have a diverse language translation system at the bare minimum. These students don't feel seen by the system. In terms of gender identity, conversations always become very woman focused and less acknowledgement of trans and gender diverse people and these are not represented in staffing.</p>
<p><b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b></p>	<p>No - never by ANU. Burg have been making a more conscious effort to include students in discussion. Burg has an entirely student run cultural change action committee. Massive disconnect between what they are telling students they are doing and what is actually occurring. Big disconnect between students and admin - not much transparency. Often student leaders have to reach out to get info.</p>
<p><b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b></p>	<p>Not a significant amount - have had a fair share of SASH related trauma in the community and often mishandled. Don't know of many people who have gone through ANU process, but process is very frustrating and there is a total lack of communication and was only navigable with support of head of hall. Never know what is happening, don't even know where the university stands on certain issues. Confidence would be pretty low.</p>
<p><b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b></p>	<p>Wellbeing team - have had positive experiences. RRU staff ran a listening circle and this was organised separately for gender identities. Last year they came in more than previously - being able to attribute faces to names and portfolios is very helpful. Good but very infrequent interactions. Wellbeing team - idea of having an ANU case manager associated/connected with each residence would be amazing - someone that can be known and recognised. Reporting tool - where concerns are consistently raised about the same student, figurative 'on the radar' is very frustrating to hear - first priority needs to be the survivor, needs to be a more concrete system to create accountability for someone who could be a potentially dangerous community member. Perpetrators are known and recognised and then nothing is done. Don't know what being 'on the radar' actually looks like, conversations about this between staff seem largely informal. Hard to strike a balance of supporting individual survivors and protecting community but minimising harm is incredibly important and individuals demonstrating violent tendencies need to be intervened with. All interactions are a little bit confusing as there is no clarity around which organisations are independent. We have the time, space and resources to make change they just fail to direct it in the right places. Frustrating that RRU is not independent, we have had consent labs come in to train students at Burg, would be great if the ANU linked organisation could come</p>



	in but how are you meant to be able to condemn the ANU when you directly work for them.
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	<p>Lack of knowledge, information. Transparency and accountability are severely lacking at the ANU. People are not engaging with processes; this is the fault of the institution not making them accessible or visible. ANU has created unsafe spaces; onus should not be on students to always to do the work and reach out. They need to proactively take action and respond to people - need independent bodies to hold them accountable. Need to better support staff who provide a part of themselves to such a challenging job - getting the right staff is super important. Lack of apology and accountability for the fact that what ANU has done in past has not worked, recognition of the fact that they are hearing us is the bare minimum and beyond that actually taking action. Burg has own problems with disconnect with admin, residents don't always feel understood or respected - always us vs them which is so frustrating, wish that it could be more collaborative and transparent. Burg specific - would benefit from a lot more education about primary prevention (i.e., culture around sporting, arts, participation, parties) - how behaviour contributes to a culture than enables SASH. Need to provide a basic understanding about how to be a more respectful human. ANU is a space with a lot of ego and entitlement - very privileged backgrounds and realistically these people need to undergo a lot of change to address violent, anti-woman behaviours and beliefs. Should be compulsory to provide this basic understanding to recognise privileges and this is a great place for the RRU to provide more education including how to make people feel safe on a night out, how to call out behaviours, why certain things make people uncomfortable. Student leaders at Burg have to take on this responsibility - people actually engage for the first time and listen to the effects of words vs actions, advocates have to take on this role. Went to an RRU event - cultural perspectives on sexual violence, was fascinating and intersectionally eye-opening, would love if these kinds of events were better publicised and promoted.</p>
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	<p>Having a designated staff member from the wellbeing team for each residence - building a team that feels supported. Zero tolerance and ability to remove being from residential spaces, if someone perpetrates behaviours making people unsafe then they have no space in the community - same can be said for discrimination, a lot of these behaviours need to follow under zero tolerance and this needs to be communicated. Having people excluded is an important option. Having an independent accountability body. Being more transparent about everything they do. Being more communicative with survivors and providing more support and care. Need clear guidelines around how processes can/may run - need to be able to represent flexibility and the fact that it is an incredibly personal process - striking a balance between having enough resources and support whilst having strict, accessible and transparent, well-researched process that is clearly outlined and followed. Accommodating for diverse students' needs. Not hard to describe process in simple steps - doesn't need to be a huge undertaking just what will it actually look like for me to go through this process, what are the different outcomes and options, a list or flowchart at minimum. More promotion and education around resources as well education. Providing better consent education, diversity and cultural awareness training and primary prevention education. Burg has a long standing cultural and traditions, approach of admin is disconnected because there is not an open dialogue and a lack of follow through - breeds sense of distrust, a lot of retrospective apologising and not proactive consultation and planning. Very avoidable problems created by not</p>



	<p>engaging appropriately with students. Would love to see ANU and private colleges provide a better training program to staff and leaders, can feel like being at school - need more standardised training for res hall leaders.</p> <p>Prioritising empathy as part of community wide approach to SASH. A lot of time it feels like there is support on an individual level, but community wide issues never feel empathetically approached.</p>
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#### Appendix 12: Consultation with Burton & Garran Hall Student Representatives

**Who was present:** Alexander Kuzis (Burton & Garran Hall President), Lily Hardy (Burton & Garran Hall Women's Officer)

<b>Are you familiar with ANU's sexual violence response services?</b>	No - has changed a lot with new case managers coming in, we need more of a flow-chart to designate resources and make it clear what services and people are accessible, particularly for marginalised students to know exactly who they can speak to and breaking down this info for students. Students don't know what the information means. It has improved since previous years but still nowhere near good enough. IHC is working on getting more infographics from the RRU, this will be a positive step for students.
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - less informed on this than response services. There are probably a minority of students who do have this info and they are expected to tell everyone else and expected to take on this burden. Wasn't aware of disclosure form until this year, those who know what to do are only the survivors who have had to go through the system. SRs know a lot, but this puts a lot of pressure on them, difficult to push. This could be increased by disseminating info during orientation of new students and providing those resources during onboarding. At some colleges they have information in bathrooms and in public spaces. Click through consent module is completely uninformative and an in-person compulsory talk would be more beneficial to all students, but this needs to be
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - absolutely not, the people who are working are already completely overrun and burden falls on a small group of people. A lot of ferrying on to different people which is incredibly difficult for survivors. Staffing at RRU is getting better but not enough people more broadly, especially for residences
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	No - mostly white cis women which makes it very difficult for students from diverse backgrounds, particularly for queer students. Can be incredibly isolating.
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	Not by ANU - nothing wider than from at B&G where Women's Officer is working on cultural development action plan along with a committee, had to really push for this inclusion and hasn't been well communicated. B&G's use of the CDC is incorrect. President has not been consulted; information is not freely given. There isn't any direct communication from ANU, always the hall as a middle man and don't think that ANU has any relationship with residents or advocates. IHC interacted with previous Residential Life unit but not the new team.
<b>How much confidence does your</b>	Almost none - the messaging from ANU to colleges is extremely general



<p><b>community have in ANU's approach to sexual violence response and prevention?</b></p>	<p>and not specific to the colleges and the demographics of each college. No reflection of the types of students that live at different colleges. There was confusion as to why students don't have trust in the ANU, stories are often negative and there is a lot of reputational damage. Lived experience doesn't align with ANU comms. Everyone that is pushing for SASH related reform is external to ANU staff, change is perceived as being led by individual advocates. There are good steps that could be taken but have not. Often waiting for people to slip up against minute requirements before anything happens</p>
<p><b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b></p>	<p>Past decisions were catastrophically bad in the SASH space. Recent engagements with RRU have been positive but they need more support and resourcing from the ANU to function well. Personal experience with reports being taken nowhere and has meant that incidents have become month long processes that never have an official conclusion. Have been ignored in past during covid to efforts of reaching out for help. People were hopeful for change but when time came to show up, the ANU did not and they cannot blame covid and understaffing. Response is awful and disingenuous and impersonal. Staff at ANU not offering care but methodical, almost scientific approach to SASH. Have had positive experiences with the RRU but you have to seek this out due to the messaging that ANU is giving and lack of promotion of services. Students are told to go to their SR, who goes to the head of hall and then another person and another step. Constantly waiting to get let down, there is no trust and no support, everything occurs through emails. Hard way to reach out for help. Highlights how understaffed ANU is and how much Head of Halls must take on. Have had to console students following comments that have come out from colleges publicly.</p>
<p><b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b></p>	<p>Lack of promotion of services. Poor communication. Lack of safety that people feel in the place that is meant to be your home, you should be able to trust in professional pastoral care systems. Pastoral care is often not picked up by people who should be providing it and this is often passed on to students who have to take on the burden of mental health support. SASH is a manifestation of patriarchal control, and this culture is accepted, if someone can get away with SASH at ANU this reproduces bigotry and hatred and so many other issues come up i.e., transphobia, racism. For intersectionality oppressed people and women in particular this can be devastating - the passing on of the buck means no one takes accountability. Lack of staffing and care and lack of paid people to sort out day-to-day college let alone cultural change within the college. Not possible without appropriate staffing. Falls into the hands of RRU and WD when SASH is treated as an isolated issue. The ANU says they are doing things or will do things but do not actually do the things they claim to. Everyone is incredibly overworked and there is no trust so it's really tiring and difficult to live in college with the frustration of knowing that high earning staff are leaving heavy burdens to students. This takes away from your wellbeing and ability to study. Having to advocate and campaign feels all-encompassing and drowning, very hard to find balance in this situation. A lot of responsibility is placed on student leaders who are not paid enough and don't have enough training to be dealing with these situations and give them some support. It is unbelievable that students are expected to help others through such difficult burdens without support to fall back on. No one signs up to be an SR or an advocate because it sounds fun, they are dealing with so much and then expected to live in the college without support - goes back to lack of staffing. Biggest lie that ANU gives students is that they are the number one</p>

	student experience.
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	Increased staffing. More helpful induction processes - the consent modules need to change and be more college specific, the resources provided by ANU and within B&G need to be more tailored to minority groups and be clearer about how things work and how processes unfold - otherwise very scary. Support networks for students and more training in the SASH space, how to be able to talk about issues in a safe and non-traumatic way. Need to be clear about zero tolerance policy and broader communication of this consistently. Online consent module is useless and can be skipped through. ANU needs to look at active recruitment, need to have a short list of candidates which leads to major gaps and interim heads of hall who are not knowledgeable or experienced. Training at the start of their year provides no information about what to include in their O-Week, without a head of hall during this time you are completely lost and don't know what will be most effective. Safe nights out guide specific to B&G would be a great thing to distribute and personalise for each hall - these sorts of resources are important. Need a third body to hold ANU accountable for SASH policies and procedures, not fair that students are expected to fill these positions and do this work. Third body could be the RRU or something greater, just not something ANU has complete control over. Need transparency, hard to have trust in the ANU. Staple figures in residential environments are students not staff who are relied on. B&G on their fourth head of hall, makes you question whether these staff are being supported. Dream of having a meeting with new Residential Life staff.

### Appendix 13: Consultation with Fenner Hall Student Representatives

**Who was present:** Jacqui Du (Fenner Hall President), Alex Ellwood (Fenner Hall GSA), Catherine Murphy (Fenner Hall GSA), Jamie Cheeseman (Fenner Hall GSA)

<b>Are you familiar with ANU's sexual violence response services?</b>	No - Leadership is more familiar with this information, the average Fenner resident probably is not. Especially first years. Info is passed mostly from word of mouth, IHC is working with the RRU on some infographics
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - People believe that they can speak to their SR's, some people speak to the Fenner Wellbeing Coordinator. SRs are not always the best people to take disclosures.
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	Not even close - SRs shouldn't be counted as staff when it comes to dealing with SASH related issues, once initial disclosure is passed there is inadequate staffing. Wider ANU is severely understaffed in this capacity, there is an impression that SR's cover ground, the rest of leadership are taking on responsibilities that they shouldn't. The current structures and number of staff is not enough to resolve a lot of SASH related and gendered issues. This is reflective of wider SASH and mental health support, resources that they do have could be spent on better training
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	No - big issues with ANU Counselling, needs a feedback form, totally lacking diversity. Haven't had much interaction with ANU staff other than academic staff who are fairly diverse depending on schools.

	Main complaints are about qualifications and competency, including cultural awareness and other issues with lack of awareness of mixed marginalisation. Lack of understanding and awareness from staff on SASH issues.
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	Not the new positions that are going to be introduced, Fenner staff time told the President and VP about the report coming out. Reached out to SST and had a representative come explain the SASH reporting system. Haven't been consulted on things like leadership changes. Have not spoken about a cultural change action plan at all.
<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	Not a lot - first years have little involvement but older years have little faith.
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	Had Ally training and MATES training with the RRU, have not had any engagement beyond that. Ally training was pretty good, MATES training was a bit surface level and self-congratulatory as it was run by student volunteers. Didn't feel like it was digging any deeper. MATES training reaches out mostly to a male audience, was too surface level for anyone with awareness about how the patriarchy operates.
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	Structurally there is difficulty in placing all the burden on one staff member (Wellbeing Coordinator) as the main point of contact for students disclosing SASH although she wasn't trained and did not have qualifications as a case manager or social worker. Also, difficulty for students who had a problem with that staff member not having anyone to speak to. Heavy burden for SR's and CC's who aren't trained to deal with SASH appropriately. Whole process is so complicated and difficult to navigate that students don't want to engage. Failure to consider intersectionality of sexual violence with racial violence. Residential halls don't do enough to remove perpetrators from residential environments, decisions often appear to allow perpetrators to continue living on campus by moving halls or a different floor - unclear who is making these decisions, decision-making is poor. General disconnect particularly for first years with services beyond Fenner, didn't know about ANUSA or RRU or who to go to for help. People in residential halls have a lack of awareness of which staff are available which means that burden falls on one person (when this person goes on leave people are left lost)
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	Better promotion of services external to Fenner, making processes accessible and visible often falls on student leaders but they don't always have time to do these things. The university should be producing the content and distributing it. Need a zero-tolerance policy, particularly for students on campus. Communication of student safety and wellbeing time was not wide, some people do not know. If ANU would go out of their way to take action, rather than releasing plans the day before. Makes it difficult access information when ANU doesn't speak about it. Having more staff members within the hall and ensuring that go to people are well trained and have specific training to deal with more serious SASH and MH issues, more qualifications need to be required and more training provided. Staff members have fluctuated over the years, need to provide a dedicated staff member. Wellbeing is a huge portfolio, having just one person is a poor plan. Have encountered issues where Wellbeing

	Coordinator doesn't have capacity to deal with all the issues she needs to, particularly in terms of helping with academic accommodations. A live-in counsellor would be excellent, or someone to share the Deputy Head role.
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#### Appendix 14: Consultation with Griffin Hall Student Representatives

**Who was present:** Ashy Kinsella (Griffin Hall President), Emma Byrne (Griffin Hall Sports Representative)

<b>Are you familiar with ANU's sexual violence response services?</b>	No - they know that things exist but not nuances of how to access them, would have to ask someone else for help if necessary. To an extent - broader leadership knows more, wider community has less of an understanding. Students have made an effort to share this information because it is so difficult
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - same as above, they know that these services exist but not how to navigate. Leadership members have a good understanding because the President and Head of Hall cares about this.
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - Griffin Hall has one staff member for all management for almost 300 students including wellbeing and day to day management. Staff member is not very well supported by ANU, they also feel very powerless in their ability to action things without having to speak to a bunch of different people and units at ANU. Definitely need more case managers, current staff are overburdened and overworked, similar for ANU Counselling (additionally problematic because counsellors can be hit or miss and may discourage people from reaching out).
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	No - ANU consistently internally hire for residential/hall staff instead of qualified pastoral carers or youth workers with experience - doing ANU's taxes or working in facilities is a completely different skill set. Internal requirement in the res halls is really bad. Students are involved in recruitment only up to a certain point but then excluded overall, students understand the culture and needs of the community. Really limits the diversity and qualifications of staff. Importance of representing broader student population, if staff members can't do this then students suffer. Other halls often have difficulty with students vs staff mentality.
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	President has been consulted via the IHC, the IHC has pushed for these discussions. Met with res life right before Student Safety and Wellbeing Plan came out and this was an unproductive conversation. Meeting with Registrar was good. New residential life staff have never met with the IHC and ignored requests. Within Griffin Hall consultations have happened but often been retrospective i.e., pastoral carers have stopped receiving MHFA and this was only discussed after the fact. Consultation is on the basis of a positive relationship between the President and Head of Hall - not necessarily indicative of broader pattern. ISO established a Diversity and Inclusion Officer to establish policies and procedures as a result of pushes for incident procedures in sporting matters and then matters would be escalated to ISO President and then externally.





<p><b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b></p>	<p>A significant incident that was dealt with and resulted in members being removed from Griffin demonstrated the ability to intervene. With incidents involving survivors seeking help often nothing is done and intervention doesn't occur until a lot of people get involved and this often takes a long time. The people who are engaged don't have confidence in the system and particularly don't have confidence in the swiftness of the system. Often discouraging people to report smaller incidents even though they are happening often - particularly for harassment given the ANU fails to act on the even larger incidents. Community often comes to terms with having perpetrators stay in the community rather than taking any form of intervention - not even a slap on the wrist which would take significant effort to receive. Head of Hall should be trained and able to intervene - impossible with this staff member spread so thin.</p>
<p><b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b></p>	<p>Griffin Hall doesn't receive Enlightening Consent or structured in person consent modules. Received disclosure training and found it quite useful for broader leadership team. Likes the disclosure form as a tool, have had positive interactions with the RRU staff after asking for resources. When you reach out to the RRU the onus is on students to ask for resources and communication - this needs to be a top-down process. Registrar process can be very messy, prolonged investigation affected a lot of students. Required some students to engage in active bystander training following an incident - a positive option to have available. Lack of clarity in terms of how the ANU and Griffin's procedures interact. Lack of communication following disclosures means often staff are communicating with each other and not the student, lack of clarity around how safe making can be established and whether a formal process and report must be opened. In periphery the systems are available and then when students access the appropriate mechanisms and then fail to see action - heavy burden on students to advocate for themselves to get an information or updates on their situation. Very frustrating and difficult when the university is not communicating and head of hall is not appropriately trained in their ability to be involved. Processes take too long. Students often sent to the wrong place and end up ping ponged around. Incidents often escalated with victim's awareness or permission; students need autonomy over what happens.</p>
<p><b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b></p>	<p>Head of Hall majorly overworked and undertrained. Fragmented system difficult to navigate. Big difference in the information that is provided and then what happens in practice. No clear process to follow and ANU never follows up. Students don't have trust because what they are promised is not occurring. Fogginess of process and resources, at big events there is a lack of training and information about what to do and who to speak to. Griffin has no out of business hours staff - no clear support in a crisis. Slow processes for survivors. Heavy burden for student pastoral carers.</p>
<p><b>What do you need to see from the ANU in this space in order for your community to be safer?</b></p>	<p>An additional staff member. Need more promotion of available resources. Clear information about available services and consistent communication with survivors about what is happening. Accountability and oversight over ANU to ensure that both ends of the wellbeing responsibilities and duty of care are being followed up on. Increased staffing more broadly and better trained staff. Ensuring follow up on all disclosures. Need support offered for students in all pathways including through the police and never discouraging students from external processes. Better funding and resourcing for counselling and wellbeing support. SASH specific counsellor would be a useful fixture. Better lighting and practical safety measures. Better promotion of ANUOK app and resources. Reform of ANU online</p>





	<p>services and website to be more accessible. Better use of ANU Security who could be better utilised for safety rather than mask mandating. Case managers have so much potential - these people need to be better promoted - no one knows they are there and what they can do. Often people are making disclosures to bodies like Thrive who offer no pastoral care. Need much for follow up and follow through on ANU's end. Griffin does not have internal capacity to deal with SASH issues, always told to use ANU's general channels which means they need these systems to be really well set up because they have no internal options for seeking support. We need a flow chart of the process urgently. Students must care to see change and best practice; this needs to be taken on by staff and ANU.</p>
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Appendix 15: Consultation with Johns XXIII College Student Representatives (via online form)

**Who contributed:** Grace McKinley (Johns XXIII College Women's Advocate), Anonymous (part of student leadership), Anonymous (Pastoral care role at college)

Are you familiar with ANU's sexual violence response services?	Yes
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	Yes
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	Yes, yes, no
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	Unsure, yes, yes
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	Within the Johns community yes - this is separate from ANU, no, yes

How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Mediocre, quite confident, very little, I hoped that there would be continued training and flow of information and awareness given not only to leadership teams but all students.
What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?	I have only interacted with students and Johns staff, No interactions
What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?	Quicker processing + better acknowledgment of the impact SASH has on students studying and actions accordingly. Feeling confident enough to report any incident to anu. Safety and security in the University.
What do you need to see from the ANU in this space in order for your community to be safer?	It needs to be put at the forefront of the community's agenda and victims nurtured in a way that ensures safety as well as reduced stress. Maybe more communication via email about how to get in contact with someone if needing assistance



	Integrity, transparency and greater commitment to student voice
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#### Appendix 16: Consultation with UniLodge Student Representatives

**Who was present:** Mia Santos (UniLodge President), Tabitha McDonald (Women's Officer), Atputha Rahavan (Women's Officer)

<b>Are you familiar with ANU's sexual violence response services?</b>	No - wouldn't know how to access it individually, have discussed at ResCom, first years are brought in and not given immediate contact details
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - same as above, all are ignorant until they need to access the help
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	Not even a little bit - first point of contact is the SR's, they are overworked. General Lodge consensus is that there are enough respond for first responders but there is no follow-up. Misunderstanding about role of SR's where people expect SRs to provide pastoral care in SASH contexts because they won't get it from anywhere else. SRs often don't have faith in ANU to act, so they must take on the burden. Have been warned about types of disclosures to receive, difficult for advocates to navigate as they have to turn students seeking help away. Not enough training for SRs.
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	Not sure - not a lot of res hall staff so can't make a judgement. People in training sessions seem
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	Nothing from Lodge - have been no changes. Have had one consultation with DUE, and one with Res Life and IHC but nothing produced from it - simply told they are making a plan for a plan. Have not been consulted once by new Res Life.
<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	Those who have tried to go through a reporting process, have had their confidence diminished by the process. People may be happy with support they receive but ANU's responses and handling of perpetrators - has particularly been a problem for Lodge and caused a serious sense of betrayal for those who have made a disclosure and had perpetrators moved to a different Lodge. Sense that lodge is the end of the road and people can be moved from different
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	Have had good experiences with the RRU, negative experiences with Residential Life portfolio, lots of consultation followed by no follow-up action. Lodge staff does their best but have also heard very negative interactions.
<b>What are the main challenges your community has experienced as a</b>	Understaffing. Moving around perpetrators. Disconnect between ANU and UniLodge means that ANU doesn't take on duty of care and



<b>result of the ANU's current approach to sexual violence?</b>	accountability for Lodge residents. Students at the halls seems to have a better connection to support and services at ANU than UniLodge residents who are more isolated. UniLodge and ANU both seem to refuse to fill gaps and have created a sink hole of resources. They need to take greater consideration of UniLodge residents is highly neglectful, conversations always focus on Daley Road. Vast majority of students who need rent assistance end up at UniLodge and same for international students who are already disadvantaged. ANU doesn't take care to look out for residents of lodge.
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	Accountability to the residents of UniLodge as well as the actual residence. There is no accountability at the moment. Sometimes feels like I go to UniLodge not ANU. Social presence of staff and SR's is less than halls as the lodges are not set up as much for connection. Lodge's community is only made up of approx. 35% of students who are looking for engagement from ANU but even they are not receiving support. Need greater staffing and consistent care. Don't build more living spaces like this, not enough communal space and lack of social connection. The operation of the building is not conducive to wellbeing. The ANU is operating as a business. Fix the ANU website as well. Lodge management is telling the ANU that resources should be centred in the ANU, but students want more support within Lodge itself. Lodge itself functions as for-profit business. Lodge has a great community but there is isolation from the main campus, there is no connection to the ANU - with covid and online learning this is particularly bad.

#### Appendix 17: Consultation with Ursula Hall Student Representatives

**Who was present:** Liv McKay (Ursula Hall Women's Officer), Holly Dawson (Ursula Hall President)

<b>Are you familiar with ANU's sexual violence response services?</b>	No - especially because this year Ursula Hall had training cut short because of Covid so leaders didn't even receive full training. Hoping to do more work on raising awareness of available supports - not any advertising of resources.
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	Yes - students would have a better understanding of this and how to access the online disclosure tool. Working with student health and wellbeing - lacking action within the halls. IHC is hoping to create infographics about how to access reporting and response services.
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - not at all
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	Not sure - probably not as diverse as they should be, lack of employees as it is.
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	No - Women's Officer has never been consulted. President has spoken to the Head of Hall about getting security cameras, played a part in cultural change action plan. President has conversations with internal staff but never external ANU staff. Increased difficulty with being online.

<p><b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b></p>	<p>Lack of knowledge about what is available and not available is really bad, lack of confidence in what it is now but belief that there is capacity and resources for change. Lack of education for residents hinders confidence, big educational gap i.e., difference between disclosure and reporting and difficulty with misunderstandings of what would constitute an exclusion. Gap in student knowledge. Burden to have to educate yourself should actually be basic knowledge provided to all students. It should be more accessible.</p>
<p><b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b></p>	<p>Haven't had any conversations with head of hall around SASH, we received a consent talk in 2021 that was optional. Received training from the RRU and received another non-compulsory consent talk in 2022 - was the same as the previous year. Only about 10-15 students showed up. Students in third year leadership roles have run Q&amp;As to provide advice to students about how to seek help. Have had student led programs but all action is resident run. Experiences with SST have been excellent. Ursula has a good relationship with the RRU when Ursula would reach out for information - made people feel more comfortable with these topics. Presentations not well advertised; leadership training was great but only received by a few people. Leadership training much more in depth and useful than the broader student consent training. Consent training for first years was good when students were integrated into presentation - really informative and student-based when from students by students and overseen by professionals. Leadership training included activities and scenarios, felt much more useful than just a presentation on a screen. When familiar faces are involved it's much better to present a fun and engaging presentation. Lack of training also falls to failed administration on halls' side not the RRU or SST - rely on student initiative to engage. Leadership team needs to be proactive in reaching out in order for the RRU to provide support. Ursula is unique in severe understaffing -</p>
<p><b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b></p>	<p>Lack of knowledge of services and procedures. Complete absence of conversation and communication around SASH issues, nothing coming from staff. Issue is never spoken about and treated as taboo. In the first-place students do not bring up the issue to educate students. No prevention or education. People will talk about it with their friends but it won't be escalated further and will be handled. Understaffing - for over a year, one staff member is unable to manage an entire college by herself, have had constant turnover of secondary staff member which puts a tonne of pressure on student leaders to do things - there should be other staff available. Divide between student leadership and senior pastoral carers. Divide between residents and staff. Makes it very difficult to know who to go to when you are disconnected from the individuals. Such a process to achieve anything when you don't know who to go to. Huge cultural change at Ursula very difficult without leadership figures to lean on, demographics have heavily shifted from being 45% international students to 10 international students this year. Have had hugely disproportionate numbers of first year influx. Trying to realign expectations of Ursula culture to reality.</p>
<p><b>What do you need to see from the ANU in this space in order for your community to be safer?</b></p>	<p>Additional staffing - so much more could be achieved if there was a full team, the one staff member is trying to do the job of four different people. Community has much better experiences if there were a lesser burden on student leaders and staff. Really unfair to place so much pressure on single staff member. Trying to action things can take a really long time, have to do everything in person when staff are so overwhelmed by emails.</p>

	Struggle to get time and meetings. More consistent education and different approaches to consent education including treating regular residents' education the same as the information provided to leaders. Need to provide the same training.
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#### Appendix 18: Consultation with Wamburun Hall Student Representatives

**Who was present:** Grace Alleyn (Wamburun Hall Women's Advocate)

<b>Are you familiar with ANU's sexual violence response services?</b>	No - certainly not well enough, not easy to find this information, some people don't know it exists. Particularly not for international students
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - same as above, not enough information is available or disseminated
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No - not sure that these people are equipped to be dealing
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	Unsure - not bad at Wamburun
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	No - never been consulted or spoken to. Have been checked in on during protests to make sure women's advocate is okay but that's all.

<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	Not good at all - people often discuss the difficulty of the process and have been left feeling unsupported and unheard by the ANU. Compulsory consent module left a lot of students angry as this appears to be all that occurs for student safety - people who listen aren't the ones who need to.
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	Have never spoken with Wamburun administration about anything to do with SASH. Experience with RRU is only enlivening consent and nothing else which feels useless.
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	International student population very disconnected from education and communication on the issue. Huge issues with inability to make effective change. Problems with perpetrators not being investigated or any action being taken when students feel uncomfortable or have experienced harassment. First years don't feel protected or safe. Difficulties with being part of UniLodge, means that Wamburun is not under ANU's procedures. Women's officer has not received any training and is told to pass on disclosures without offering any support. If someone makes a disclosure, they must keep telling other people until they get help. If you don't feel comfortable with your SR then you are super isolated as students aren't told about any other services.
<b>What do you need to see from the</b>	Zero tolerance and ability to remove perpetrators from residences. More



<b>ANU in this space in order for your community to be safer?</b>	resources and available support services need to be actually promoted. Residents need to be made more familiar with the people they could potentially speak with, like a case manager come in and meet everyone. Less burden on SR's who seem to take on huge issues. Students also have little to no contact with RLM and ARLM. Need to offer more safety plans, people don't even know about what ANU Security can offer. All of the recommendations from the SGM would make a difference and need personalised approaches from ANU based on each residence. Hall staff are also not trained mental health workers and don't have a background in pastoral care. ANU Counselling process is very sterile and impersonal.
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#### Appendix 19: Consultation with Wright Hall Student Leaders and Advocates

**Who was present:** Freya Sander (Wright Hall Women's Advocate), Liv Cameron (Wright Hall President), Sara Goldberg (Wright Hall Women's Advocate)

<b>Are you familiar with ANU's sexual violence response services?</b>	No - even student leaders feel not 100% sure about support systems and have only learnt what I do know through student leadership. Through position it has been very difficult to learn how to seek help and only SRs are told.
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	No - familiarity is not where it needs to be for this to be an effective resource for people to access. Have to approach an SR to get them to walk you through. Didn't know there was a registrar - this information is not made obvious, accessible or even easy to happen upon. Wright is also particularly bad in terms of lack of transparency. The way information is directed through residences is extra confusing as you have to go through a process at ANU and also at your college. Have heard that Wright prefers students to go through internal system than through ANU. If student leaders don't know then no one really does.
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	Unsure - staff shortages in residential halls are a big problem though. Daunting to consider that I can only think of three staff that Wright students can approach, halls aren't necessarily structured for appropriate staff. Completely unsure about ANU RRU staffing because so disconnected, but definitely used to be understaffed considering how heavy their workload was.
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	Unsure - Wright has a well-balanced SR team and staff are also diverse but don't necessarily know how much this extends into broader ANU. Don't feel adequately competent to assess diversity. Really daunting to face a lack of female GP
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	Have had one conversation with head of hall about problems around the hall for students experiencing SASH, only at a Wright level - have not heard anything from ANU. ICF is trying to design its own vision/student led cultural change at Wright. Have not been consulted by ANU about anything to do with student safety during Presidency.
<b>How much confidence does your community have in ANU's approach to sexual violence response and</b>	Low - increasing since previous years though. During O-Week we have had chats with the RRU. the 2020 talk was deemed very unproductive, 2021 was always very bad but in 2022 there was more engagement and more



prevention?	decent responses and having SRs on the panel was a good way to see students represented. Led a large group of students to the Too Little Too Late protest which showed a desire from Wright residents to see change. SASH talk was significantly better because of student involvement - defining factor in making it good. Wright would have a low confidence due to lack of trust in administration to provide good outcomes.
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	IHC struggles to meet with ANU staff, have not met. Students who have gone through a SASH reporting and response process have been long and drawn out and it has been emotionally burdensome - there are some helpful staff but few and far between. Have had accidental conversations around SASH with hall staff that were very disappointing, students feel frustrated that perpetrators are not treating harshly enough and discussions centre around cultural change in abstract rather than distinct policy. Women's Officer was asked by staff member what kinds of things are disempowering at Wright Hall, something that cannot be approached in this way and burden placed on an untrained student advocate. Desire for change is not met by action, especially difficult with such heavy intake of first years each year. Students have one sentiment and administration has another.
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	Not having clear enough policies to remove perpetrators - need to stop excusing SASH on the basis of contracts. Because RRU training is mandatory then if it is presented poorly then desire to have conversation or engage is entirely damaged. Need training to be really good to be effective. Lack of zero tolerance policy is highly dangerous. Ridiculous that people are expected to go to one talk and then retain all of the information, no reinforcement from the actual college, should be regularly incorporated into college culture and discussion. Need a more open dialogue. Lack of education and communication, there is no information conveyed about pathways and options. General distrust in leadership stems from poor discussions and unwillingness to engage with consent education. Men are unlikely to attend optional conversations or meaningfully engage - need education that is more far-reaching and challenges all students. Types of people who engage with women's advocacy are those who need that information the least - big issue with preaching to the choir and producing an echo chamber. Not the people who need to be speaking about these issues regularly and informally, particularly important for men. Hard to reach this group without further alienating them. First years need to be receiving this information more. Burgmann has student led sessions that are gender segregated - peer led sessions are better, especially as men often don't respect women speaking on this issue.
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	Strict zero tolerance policy. SASH doesn't seem to be taken seriously by staff, need to hire more staff who genuinely care and ensure there are enough staff. Need to see absolute clarity around how to approach reporting and getting support - needs to be an easier way. Need more information around how to get mental health support. Students don't know who to go to for help. College advocates don't receive any training - they need to receive training in order to help all the people they are speaking to. Peers need equal access to this information; services also need to be better promoted. Not all SRs know or understand the system, female first years with male SR's may feel isolated or unwilling to access help. Process is too long and difficult and students are getting away with poor behaviour. Really hard to have so many students receiving disclosures without any training. Information is also drowned out by



	<p>receiving so many random emails. Training can diffuse through the community. Lack of transparency between students and staff. People don't know who to go to, when issues are escalated people feel less comfortable and safe engaging in a process - such a personal thing to put through unempathetic channels. Students feel disheartened and disempowered knowing that they are unlikely to see effective outcomes. Hall doesn't have any accountability and often information is not confidential as it spreads, further burden is placed on victim-survivors to protect themselves rather than the perpetrator. Have asked residents to report to the hall only and not through ANU channels. Lack of accountability for outcomes. Too many first years makes it dangerous without a safe culture to rely on. Without respect for each other, culture cannot change - needs to be both top down and bottom up. No way that students would be utilising ANU services if they don't even trust systems in the hall.</p>
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#### Appendix 20: Online Submission

<b>Name</b>	Freya Brown
<b>Residential Community</b>	Burton & Garran Hall
<b>Do you identify with any of the ANUSA Departments?</b>	Women's Department, Queer* Department
<b>Any other info you would like included about yourself?</b>	ANUSA Environment Officer

<b>Are you familiar with ANU's sexual violence response services?</b>	Yes
<b>Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?</b>	Yes
<b>Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?</b>	No
<b>Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?</b>	No
<b>Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?</b>	No

<b>How much confidence does your community have in ANU's approach to sexual violence response and prevention?</b>	Very little to none
<b>What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?</b>	NA
<b>What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?</b>	mental illness, struggle studying, financial, accommodation
<b>What do you need to see from the ANU in this space in order for your community to be safer?</b>	funding, diversity, listen to students

## Appendix 21: Online Submission

Name	Anonymous
Residential Community	Other/Off-campus
Do you identify with any of the ANUSA Departments?	BIPOC Department, International Students Department
Any other info you would like included about yourself?	

Are you familiar with ANU's sexual violence response services?	N o
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	N o
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	N o
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	N o

## Appendix 22: Online Submission

Name	Wong Wei Lerr
Residential Community	UniLodge
Do you identify with any of the ANUSA Departments?	Women's Department, BIPOC Department, International Students Department
Any other info you would like included about yourself?	Malaysian Students' Organisation Vice President

Are you familiar with ANU's sexual violence response services?	No
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	No
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	Yes
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	Yes
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	No

How much confidence does your community have in ANU's approach to sexual violence response and	Not really but I think it could be easily looked up on web given I saw similar contents promoting everywhere at
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prevention?	ANU
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## Appendix 23: Online Submission

Name	Anonymous
Residential Community	Other/Off-campus
Do you identify with any of the ANUSA Departments?	Women's Department, Queer* Department
Any other info you would like included about yourself?	Previously lived on campus

Are you familiar with ANU's sexual violence response services?	Vaguely familiar but I would need to double check some things
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	Vaguely familiar but I would need to double check some things
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	No
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	Unsure
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	No

How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Very little — the services they provide are inadequate, and even those are not promoted effectively
What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?	Disclosing and reporting feels like an inconvenience to the ANU, so people aren't doing it. When people make reports, the ANU is slow and indecisive.
What do you need to see from the ANU in this space in order for your community to be safer?	Continual discussion with students of all year groups / leaders / not leaders etc. so that we can shape and understand the system. Specific staff that are directly accessible by students who can be truly helpful. Better promotion of options and resources.

## Appendix 24: Online Submission

Name	Anonymous
Residential Community	Wright Hall





Do you identify with any of the ANUSA Departments?	Women's Department
Any other info you would like included about yourself?	Undergraduate first year student

Are you familiar with ANU's sexual violence response services?	No
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	No
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	Unsure
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	Yes
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	No

How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Uncertain, but would be inclined to say the university could do a bit better.
What do you need to see from the ANU in this space in order for your community to be safer?	"More general access and conversation within both college settings and general university life. Open discussions and invitation + incentive for students to learn and access resources"

## Appendix 25: Online Submission

Name	Ella McGrath
Residential Community	Wright Hall
Do you identify with any of the ANUSA Departments?	Women's Department, Queer* Department

Are you familiar with ANU's sexual violence response services?	Yes
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	No
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	No
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	No
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	Yes

How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Not a lot
What (if any) have your interactions with the ANU	Not many



regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?	
What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?	Actually coming to a conclusion about it, getting closure and ongoing support. Feeling safe in their college homes.
What do you need to see from the ANU in this space in order for your community to be safer?	Honestly, it needs to be more accessible, less stigmatised and made more of a priority in educating all people in on campus accommodation.

## Appendix 26: Online Submission

Name	Olivia Reid
Residential Community	Wright Hall
Do you identify with any of the ANUSA Departments?	Women's Department

Are you familiar with ANU's sexual violence response services?	N O
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	N O
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	N O
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	N O
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	N O

How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Not much
What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?	I thought the consent discussion with the colleges at the start of the year about consent was not very helpful and it made them seem wildly uneducated.
What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?	Feeling unsafe on campus
What do you need to see from the ANU in this space in order for your community to be safer?	An independent RRU, more accessible help, and taking SASH claims much more seriously, particularly in colleges.

## Appendix 27: Online Submission

Name	Anonymous
Residential Community	Wright Hall
Do you identify with any of the ANUSA Departments?	Women's Department, BIPOC Department

Are you familiar with ANU's sexual violence response services?	N O
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	N O
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	N O
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	N O
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	N O

How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Not much confidence
What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?	Inaccessible resources and lack of available resources for students. Not enough education. Not sure what steps to take or have a clear path/people to go to
What do you need to see from the ANU in this space in order for your community to be safer?	Better leadership in residential halls apart from student elected leaders (better education for head of halls etc.)

#### Appendix 28: Online Submission

Name	Clarissa Reed
Residential Community	Wright Hall
Do you identify with any of the ANUSA Departments?	Women's Department

Are you familiar with ANU's sexual violence response services?	N O
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	N O
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	N O
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	N O
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your	N

community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	o
How much confidence does your community have in ANU's approach to sexual violence response and prevention?	None at all
What do you need to see from the ANU in this space in order for your community to be safer?	More communication with places and information on SASH

## Appendix 29: Online Submission

Name	Anna Saunders
Residential Community	Wright Hall
Do you identify with any of the ANUSA Departments?	Women's Department, Queer* Department
Any other info you would like included about yourself?	Wright Hall Queer ICF (inclusive community facilitator)

Are you familiar with ANU's sexual violence response services?	No
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	Yes
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	No
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	Unsur e
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	Yes

How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Very little
What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?	I have had very discouraging interactions with my head of residence regarding sash- mainly in that he was unwilling to address any specifics of the process of reporting at Wright, and didn't want any student input on the process. He also asked me to discourage reporting through official ANU and residential avenues.
What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?	Being taken seriously and seeing any consequences from reports
What do you need to see from the ANU in this space in order for your community to be safer?	More inclusive education (Queer specific) and better outreach to colleges (even just mandate certain processes and do overhauls of how colleges are managing complaints).



## Appendix 30: Online Submission

Name	Anonymous
Residential Community	Other/Off-campus
Do you identify with any of the ANUSA Departments?	Women's Department, Queer* Department
Any other info you would like included about yourself?	Past role as SR

Are you familiar with ANU's sexual violence response services?	No
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	To some extent, but not fully sure I'd be correct
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	No
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	No
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	No

How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Low.
What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?	Have done multiple SASH response training sessions with RRU. Have been good and useful but gave the impression that the RRU was struggling and understaffed, rather than expertly. Have learnt more from conversations with student peers.
What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?	Students are confused and not sure where to begin.
What do you need to see from the ANU in this space in order for your community to be safer?	Apology for past failings and not taking students seriously, then some clarity in the ANU's response and prevention approaches.

## Appendix 31: Online Submission

Name	Jaz Bamford
Residential Community	Griffin Hall
Do you identify with any of the ANUSA Departments?	Women's Department, Queer* Department, Disabilities Students Association





Any other info you would like included about yourself?	
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Are you familiar with ANU's sexual violence response services?	Yes
Are you familiar with ANU's sexual violence reporting procedures, (including potential outcomes of complaints and safe-making options)?	Yes
Do you believe ANU to be appropriately staffed to address sexual violence on campus (including residential hall staff, counsellors, case managers)?	No
Do you believe ANU to have appropriate diversity in hiring for staff in the sexual violence space?	No
Have you spoken to/been consulted by ANU about changes made in the SASH space directly affecting your community (Including cultural change action plans, staffing, rules, pastoral care, prevention campaigns)?	Yes

How much confidence does your community have in ANU's approach to sexual violence response and prevention?	Very little. Individually I have confidence in a few specific people in leadership positions but as a whole I lost faith and confidence in the system after the first few reports I made against fellow students for SASH issues.
What (if any) have your interactions with the ANU regarding SASH been like (including RRU, SST, Residential Staff, Dean of Students, Registrar's Office, University Experience)?	I have worked with RRU, Dean of Students, Registrar's Office, Res Life Managers and Heads of Halls. The process of reporting at anu retraumatizes victims and leaves them unable to access information, while the perpetrator is allowed full access to the report that the victim makes. My interactions with individuals within these offices have been positive and we have discussed and agreed on a plan moving forward and then the next time I hear back from them I am told that it's not possible or I don't get an update for over a month, it felt like misinformation from the university and felt like they were only trying to say the right things in meetings but didn't care about actually following through. My biggest exception in this is the Head of Griffin Hall (2022) and the Head of Lena Karmel Lodge (2020) as both of these people went above and beyond in ensuring my safety, despite the Registrar's Office proving to be a huge obstacle to this, as the heads of halls no longer have the power to make decisions about who resides in their college, and it now all has to go through the Registrar's Office. I wouldn't have an issue with this except for the fact that it made me non anonymously file a report against my attacker, something i did not want to do, but it left me with no choice as I could not remain in the same vicinity as him, for my own safety.
What are the main challenges your community has experienced as a result of the ANU's current approach to sexual violence?	The reporting system should allow for more of a degree of anonymity if students are forced to go through the Registrar's Office. Furthermore, the perpetrators response to the report should be accessible by the victim, since the victims report is accessible by the perpetrator. The university should also analyse the likelihood of these accusations, as it takes a lot of effort to stand up and make a report in the first place, so it is highly unlikely that one would be false and letting someone's perpetrator get off scot-free only works to traumatise a victim more. We need more SASH training and harsher repercussions in place for SASH issues.
What do you need to see from the ANU in this space in order for your community to be safer?	More access to resources, harsher punishments for SASH violations, and we need to foster a culture of believing victims rather than shaming them.

