



## AGENDA – ANUSA SPECIAL GENERAL MEETING (SGM) 2022

Wednesday, 30 March 2022 5:30pm, Kambri Amphitheatre

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**CW: This agenda and the contents of this SGM will feature discussion and direct reference to sexual assault and sexual harassment (SASH), institutional betrayal, and may feature other aspects of traumatising experiences.**

### Item 1: Meeting Opens

1.1 Acknowledgement of Country

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### Item 2: Discussion Items/Motions on Notice

#### Motion 2.1

##### **Condemnation of the ANU's inaction in protecting students for over five years**

Preamble:

In 2017, the Australian Human Rights Commission released the 'Change the Course' Report detailing survey data collated from thousands of university students, showing ANU as being one of the worst-performing universities in Australia. The NSSS was conducted again in 2021, and the results were released last Wednesday, showing that the ANU remained one of the worst-performing universities in Australia (worst for prevalence of sexual harassment and second worst for prevalence of sexual assault). The statistics for students from oppressed groups were notably even worse. The disproportionate experiences of violence for Aboriginal and Torres Strait Islander peoples, people of colour, members of the LGBTQIA+ community, people with disabilities, women and gender diverse people.

The ANU's response (the Student Safety and Wellbeing Plan) to this week's NSSS was released two days before students, and survivors, were able to view the data themselves. There was no substantive mention in the Plan of the NSSS or of further details of the plan itself. The Plan encompassed less than one A4 page and included no timelines or real specificity of what the commitments would look like. The plan was not actionable, involved no student consultation,

made little effort to address the disproportionate impact of SASH on oppressed groups and indicated that ANU cared more about addressing SASH in the last week than in the past 5 years.

Having widely promoted the “\$3.3 million invested in student safety”, the ANU received a few positive headlines in the media before the announcement two days later that ANU was one of the two worst-performing universities. But this should be no surprise. Students knew, and students were telling the ANU for years, they just didn’t listen.

The ANU must meaningfully commit to working with survivors and ensuring that the next five years are safer than the last.

**Motion:**

1. **ANUSA unreservedly condemns the inaction of the ANU over the last five years and beyond and calls upon the ANU to listen to students’ demands and immediately accept all motions passed at this SGM.**
  - a. The ANU must immediately commit to addressing the concerns of the ANU Alumni community as communicated in the Alumni Statement of Concern & Support.

## **Motion 2.2**

### **Zero-Tolerance Approach to Sexual Assault**

**Preamble:**

The ANU, until last week, had been entirely unwilling to commit to a policy of zero tolerance for sexual assault at the ANU. This is a common standard in many workplaces, yet the ANU refused to listen to students for years calling out for a basic standard of respect.

While the ANU has now committed to a zero-tolerance university, there are a range of further commitments that need to be made to strengthen this proposal in meaningful and constructive ways. This will require close collaboration and consultation with student leaders on the ground, especially given that historically, ANU’s commitments for consultation often fall far short.

Further, zero tolerance of violence must clearly and definitively clarify that ANU is a space in which racism, white-supremacy, homophobia, misogyny, ableism and bigotry are unacceptable and discriminatory behaviour will be harshly penalised.

For zero-tolerance to be an effective strategy, the ANU must focus on clear communication of what the policy looks like. This includes greater transparency around reporting and disclosure processes as well as workshopping current response strategies to ensure that they are trauma informed. ANUSA and indeed all student activists remain committed to providing constructive feedback on these processes, and it is up to the ANU to listen to survivors now.

**Motion:**

1. **ANUSA calls upon the ANU to ensure that zero tolerance for sexual violence on campus is adhered to in meaningful and actionable ways. Zero tolerance of SASH should not just be expressed by the university, but experienced by the students. Students from**

intersectionally oppressed backgrounds must be centred in dialogue around prevention of sexual violence.

- a. The ANU must immediately commit to zero tolerance towards sexual assault and harassment on campus and promote this policy widely and clearly.
- b. The ANU must immediately commit to implementing culturally sensitive
- c. The ANU must immediately commit 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.
- d. The ANU must immediately commit to work with the Women's Officer of ANUSA to improve the disclosure form and make its content less traumatising.
- e. 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.
- f. The ANU must immediately commit to publicising potential safe-making and reporting outcomes; survivors deserve to clearly understand potential outcomes from a disclosure or reporting process.
- g. The ANU must immediately commit to a promotional effort of the case workers hired by the ANU so survivors know where they can get help.

### **Motion 2.3**

#### **Building Safer Residential Halls**

Preamble:

The data collected in the NSSS shows that our residential halls are often unsafe and under resourced spaces. Our student leaders, staff, and anyone else living and working in a residence deserve the fullest support from the ANU. The ANU has promised to invest more money in the residences, yet there is no clarity around what that looks like apart from snippets communicated in their media release.

Furthermore, while extra resourcing is important, there are broader structural challenges in the residences that are equally important. The ability for staff in halls to provide pastoral care is undoubtedly tied closely to how well paid they are; similarly, staff numbers impact burnout and ability for staff to look after residents effectively. Internal reporting and disclosure processes are necessarily impacted by staff resourcing.

These problems can only be meaningfully addressed if the ANU takes full responsibility for pastoral care in the halls. The ANU needs to end the outsourcing of pastoral care to organisations that have an incentive to prioritise profit over student experience. Any organisation that pits student wellbeing, necessarily tied to resourcing, against the need to maximise profit by minimising expenditure can only create a situation where students lose out.

This is particularly pertinent to Student Accommodation 8 (SA8), a new residential hall being built south of Burgmann that will house over 800 students. The ANU has an opportunity to commit to a residential experience that prioritises students, and they must do so now to ensure that students who arrive at a brand new hall are protected.

Motion:

1. ANUSA calls upon the ANU to commit to a residential experience that is transparently resourced and prioritises students, not profits.
  - a. The ANU must immediately commit to increasing residential hall staff numbers to meeting a minimum of at least three pastoral care staff in every communal residential hall as well as at least doubling the number of staff in the UniLodge. The placement of these staff and all other decisions in the residential halls should occur with close consultation with student leaders (including the IHC) and key residential hall staff.
  - b. 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.
  - c. 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.
  - d. 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.
  - e. 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.
  - f. 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.
  - g. 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.
  - h. 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.

#### **Motion 2.4**

#### **Reforming the Governance of the Respectful Relationships Unit and the Sexual Violence Prevention Strategy**

Preamble:

The ANU's primary prevention response to sexual violence on campus was to establish a permanent unit of staff who specialised in prevention work. The oversight of this unit, and indeed the ANU's entire sexual violence prevention strategy, is managed closely by the university's executive.

Yet if the ANU wants to commit to a real plan for change, then there needs to be an independent unit that can hold the ANU administration accountable. There cannot be meaningful prevention work if the people responsible for operationalising that work are themselves paid by and report to the very administration that so often is responsible for failing survivors and students. The RRU must be made an independent body that can hold the ANU accountable.

Furthermore, governance must be transparent and allow for easy input from students. The return of an independent chair who reports directly above the Senior Management Group is necessary to ensure that we can hold the ANU accountable for their inaction. This governance structure must have information transparently provided by the key actors on the ground as well as have actual power to enact change from within the governance framework.

Motion:

1. **ANUSA calls upon the ANU to commit to ensuring that there is a robust governance framework which allows fair criticisms to be raised in constructive environments, while also empowering students to have input on what should remain a whole-of-community solution.**
  - a. The ANU must immediately commit to creating an oversight body with real power to hold the ANU accountable that reports directly to the Vice Chancellor. Furthermore, the RRU must become an independent body that works as an advocacy body to reform the ANU and reports directly to the new oversight body, not to the university executive.
  - b. 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.
  - c. The ANU must immediately commit to creating the long-delayed Cultural Change Action Plan as planned for in the Sexual Violence Prevention Strategy.
  - d. 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.

## **Motion 2.5**

**August 1<sup>st</sup> 2022**

Preamble:

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 1<sup>st</sup> 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 1<sup>st</sup> 2022
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### **Item 3: Meeting Close**

The close of the meeting will be immediately followed by a walkover to the Chancellery for further actions to hold the ANU accountable. Details will be discussed further at the

Expected close of meeting: 6:30pm

Released: 28 March by Ben Yates

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