



THE HUNTING GROUND AUSTRALIA PROJECT

PROGRESS REPORT – JULY 2017

goodpitch²
AUSTRALIA

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The topic of sexual violence can trigger traumatic memories for survivors. Survivors have the right to talk about their experiences on their own terms. If you sense that a survivor needs additional support, contact the national hotlines:

1800 RESPECT

Free and confidential 24/7 National Sexual Assault, Domestic and Family Violence Counselling Service.

Call **1800 RESPECT (1800 737 732)** and ask to speak to a trauma counsellor.

www.1800respect.org.au

For a comprehensive list of local services in your State or Territory, please visit:

www.1800respect.org.au/service-support/

LIFELINE – CRISIS SUPPORT

24/7 crisis support and suicide prevention services.

13 11 44

www.lifeline.org.au

MENSLINE

Free and confidential 24/7 professional telephone and online support and information service for Australian men.

1300 789 978

www.mensline.org.au

EMERGENCY SERVICES

Emergency Services: **000**

Police Assistance (non-emergency): **131 444**

If you are a survivor and would like to reach out to other university students and supporters:

END RAPE ON CAMPUS (EROC) AUSTRALIA

EROC Australia works to end sexual violence at universities and residential colleges through direct support for survivors and their communities; prevention through education; and policy reform at the campus, state, and federal levels.

www.endrapeoncampusau.org/about/

If you want to make a complaint in relation to an incident:

AUSTRALIAN HUMAN RIGHTS COMMISSION (AHRC)

The AHRC can investigate complaints regarding sexual harassment and discrimination at universities, and attempts to resolve complaints through conciliation.

www.humanrights.gov.au/complaint-information

STATE & TERRITORY ANTI-DISCRIMINATION BODIES

Sexual harassment complaints can also be made to local state/territory anti-discriminatory bodies.

www.ag.gov.au/RightsAndProtections/HumanRights/Pages/Australias-Anti-Discrimination-Law.aspx

OMBUDSMAN'S OFFICES

Where a survivor believes that a university has acted unfairly or otherwise mismanaged a sexual violence case, they may be able to make complaints to an Ombudsman office. Complaints about public universities and higher education providers can be made to the relevant state/territory Ombudsman.

www.ombudsman.gov.au/about/related-sites#state-ombudsman

International students can make complaints regarding private higher education providers to the Overseas Students Ombudsman.

www.ombudsman.gov.au/making-a-complaint/overseas-students

TERTIARY EDUCATION QUALITY AND STANDARDS AGENCY (TEQSA)

TEQSA is Australia's independent national regulator of the higher education sector. There may be circumstances in which a survivor, university womens officer or other student representative can make a complaint about their university to TEQSA, who monitors higher education providers' compliance with the *Tertiary Education Quality and Standards Agency Act 2011* and a set of quality standards, known as the Threshold Standards.

www.teqsa.gov.au/complaints

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THE HUNTING GROUND

The Hunting Ground (103 minutes, 2015) is a critically acclaimed US feature-length documentary which chronicles the personal stories of students who have reported sexual assault on campuses, and the failure of a number of American universities to respond effectively and appropriately to these reports.

It is the latest film by Oscar-nominated filmmakers Kirby Dick and Amy Ziering who made *The Invisible War* – a film directly responsible for influencing government policy and laws on how the US armed forces responded to and prevented sexual assault.

GOOD PITCH² AUSTRALIA BACKGROUND

The Hunting Ground was acquired for distribution in Australia by Madman Entertainment after premiering at the Sundance Film Festival 2015 and was one of six documentary films selected for the 2015 philanthropic Good Pitch² Australia initiative held at the Sydney Opera House on 16 September 2015.

Good Pitch brings together filmmakers with foundations, not-for-profits, campaigners, philanthropists, policy-makers, brands, educators, broadcasters and media to forge powerful alliances around ground breaking films that will have a significant impact in relation to issues of social importance – and benefit the partners, the development of the films and society as a whole.

From the outset, the objective of the impact campaign around *The Hunting Ground* was to use the documentary as a catalyst to involve the whole Australian university sector – both staff and students – in taking a positive leadership role in the creation of a collaborative, comprehensive and unified campaign, around the incidence of, and responses to, sexual violence within Australian university communities.

At the Good Pitch event, in conversation about the possibilities that *The Hunting Ground* presented, were:

- Elizabeth Broderick (Former Sex Discrimination Commissioner, Australian Human Rights Commission)
- Dr. Michael Spence (Vice-Chancellor & Principal, University of Sydney)
- Dr. Damian Powell (Principal, Janet Clarke Hall, University of Melbourne)
- Hannah Smith (2015 National Education Officer, National Union of Students)
- Anne-Marie Lansdown (then Deputy Chief Executive Officer, Universities Australia)
- Professor Andrea Durbach (Director, Australian Human Rights Centre at UNSW)
- Adair Donaldson (Shine Lawyers and Consent Trainer)
- Anna Kaplan (Madman Entertainment, distributor)

Impact Producer Allison Henry and Producer Amy Zeiring pitch THGAP at the Sydney Opera House on 16 September 2015



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APPROACH TO THE CAMPAIGN

The Hunting Ground Australia Project (THGAP) has used the documentary as a tool to engage Australian universities, and the broader community, in a conversation around issues concerning sexual assault and harassment, consent, disclosure and reporting in Australian universities.

THGAP has always acknowledged that there are significant cultural, financial and structural differences between American and Australian universities and student life. However, our early research and discussion with experts in gendered violence in 2015 indicated that there were many issues raised by *The Hunting Ground* that were relevant in an Australian context.

We were alarmed by the National Union of Student's *Talk About It* Survey Findings.¹ We knew that the 2011 *Review into the Treatment of Women*

at the Australian Defence Force Academy had determined that ADFA was “not alone” in facing challenges around the incidence of sexual violence and that “other tertiary institutions and residential colleges have similar concerns.”² We understood the damning mainstream statistics around sexual violence in the Australian community.³

We were aware of decades of advocacy efforts by students, women's groups and sexual assault services to bring attention to the incidence of, and responses to, sexual violence within Australian university communities – without much success. And we knew that universities were not particularly interested in proactively dealing with these issues – as evidenced by the Group of Eight's shelving of the ADFA Review's recommendations⁴ and the complete absence of any reference to addressing sexual violence in Universities Australia's 2014-2016 Strategic Plan.⁵



1. Courtney Sloane assisted by Keelia Fitzpatrick, National Union of Students Women's Department, *Talk About It Survey: Results and Recommendations*, 2011, NUS Women's Department, [Talk About It 2015 survey](#), released 2 February 2016.
2. Australian Human Rights Commission (AHRC), *Report on the Review into the Treatment of Women at the Australian Defence Force Academy: Phase 1 of the Review into the Treatment of Women in the Australian Defence Force* (Phase 1 Report), 2011, p.xxv. http://defencereview.humanrights.gov.au/sites/default/files/ADFA_2011.pdf
3. For example, the Australian Bureau of Statistics' 2012 *Personal Safety Survey* (PSS), ABS cat. no. 4906.0, Introduction, www.abs.gov.au/ausstats/abs@.nsf/Lookup/4906.0Chapter1002012
4. Kate Stanton, 'Survey of sex assaults on university campuses shelved', *Sydney Morning Herald*, 16 November 2014, www.smh.com.au/national/survey-of-sex-assaults-on-university-campuses-shelved-20141114-11na07.html
5. Universities Australia, *Universities Australia's 2014-2016 Strategic Plan*, <https://www.universitiesaustralia.edu.au/About-Us/our-role/strategic-plan>

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The Hunting Ground

THE IMPACT CAMPAIGN

Significant philanthropic grants and in-kind pledges made at the Good Pitch event provided support for the formation of a campaign team to drive and implement the impact campaign.

THGAP is run by Allison Henry (Campaign Director THGAP), Mary Macrae (Producer THGAP), Anna Kaplan (Madman Entertainment – THGAP Campus Screenings Producer) and Isabella Wright and Tamar Simons (Madman Entertainment – THGAP Campus Screenings Assistants). Amy Ziering (Producer, *The Hunting Ground*) is international consultant to the project.

The Hunting Ground Australia Project's key partners have included:

- National Union of Students (NUS)
- Australian Human Rights Centre (AHRCentre) at UNSW
- Madman Entertainment
- Full Stop Foundation (FSF)
- Fair Agenda
- Australian Human Rights Commission (the Commission)
- Universities Australia (UA)

The strategy underpinning THGAP was devised between May and September 2015 and was premised on the documentary providing an opportunity to initiate conversations and drive progress around issues including but not limited to:

- the effectiveness of existing procedures, protocols and institutional responses;
- the issue of victim blaming;
- the impact of alcohol;
- interpretations of consent;
- bystander engagement;
- the prevalence of sexual crime and reporting of those crimes; and
- the need for comprehensive data to inform the conversation.

Implementation of our multi-dimensional campaign commenced in late 2015. The campaign has involved a number of streams including: a campus screening program of *The Hunting Ground*, an independent national survey, the development of good practice policy frameworks in response to reports of sexual harassment or violence, and the development of sexual violence prevention training.

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Campus Screenings

THGAP's first objective was to offer campus screenings of *The Hunting Ground* to encourage conversations about the subjects and experiences portrayed in the documentary and how they related to the Australian context.

In Australia we have used the 58 minute international version of *The Hunting Ground* for campus screenings.

Between November 2015 and March 2016 THGAP, in collaboration with Universities Australia, facilitated 25 briefings for relevant staff around Australia. The briefings were intended to provide an opportunity for university staff to preview the film and assist frontline university staff with preparations ahead of the film's release on campuses.

The Australian campus screening program launched on 22 February 2016. Since then THGAP team have supported more than 70 campus and residential college screenings across Australia, providing an opportunity for thousands of Australian university staff and students to see and consider the documentary. Our screenings have usually been supported by an interactive Q&A session following the documentary, with panellists including student representatives, sexual assault specialists, trauma support, university staff, local police and educators.

To date THGAP has positively engaged with 33 of Australia's 39 universities, with only one university having formally declined the offer of a free "event screening" of *The Hunting Ground*.

Independent Survey

Recognising the absence of comprehensive independent statistical information specifically about the incidence of sexual assault, sexual threats and sexual harassment on Australian universities, our second campaign objective was to facilitate the development of an independent survey on the prevalence, reporting experiences and responses to sexual violence in Australian university settings. Our aim was to fill the information gap for the community and provide Australian universities with the knowledge required to better understand, respond to and prevent sexual violence.

In May 2015 THGAP engaged the AHRCentre at UNSW to implement the *Strengthening Australian University Responses to Sexual Assault and Harassment Project*. The project consisted of two distinct components: the design of a national student survey, the Australian Universities' Sexual Assault and Harassment Survey, later in collaboration with the Commission; and the development of a good practice policies and procedure report (drawing on the Commission's analysis of the survey data and comparative international research undertaken by the AHRCentre) for use and adaptation by Australian universities – see below.

Following a significant financial investment by Universities Australia, the independent survey expanded to all 39 Australian universities, and was implemented in late 2016.

THGAP welcomed the national university student survey and open submission process when it was launched by the Commission and Universities Australia in August 2016, and provided a submission to the Commission in early 2017.⁶

THGAP is looking forward to the publication of results and findings from the survey and submissions on 1 August 2017, which we believe will provide the Australian community with the robust independent evidence base to hold perpetrators and institutions to account and serve to inform good practice.

Policies, Protocols and Procedures

A key theme explored in *The Hunting Ground* is the devastating long-term impact that sexual violence can have if the response to a disclosure has been inappropriate or inadequate. THGAP commissioned the AHRCentre to implement the second component of the *Strengthening Australian University Responses to Sexual Assault and Harassment Project* – the Policies, Protocols and Procedures Project – to address this issue.⁷

Building on research undertaken by the NUS, the Policies, Protocols and Procedures Project focuses on the development of effective and appropriate institutional responses to sexual assault and harassment in Australian universities, with a focus on the needs of women, LGBTIQ students and international students.

6. The Hunting Ground Australia Project, *Submission to the Australian Human Rights Commission's University Sexual Assault and Harassment Project*, Feb 2017, <http://www.thehunting-groundaustralia.com.au/wp-content/uploads/2017/06/The-Hunting-Ground-Australia-Project-submission-to-AHRC-University-Sexual-Assault-and-Harassment-Project.pdf>

7. See <http://www.ahrcentre.org/topics/strengthening-australian-university-responses-sexual-assault-and-harassment>

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The project's aim is to develop a good practice policy and procedures framework – informed by comparative international research and the survey data and analysis – which will be available as a resource for use and adaptation across the university sector. The project's report will be released on 3 August 2017.

Ethics and Consent Training

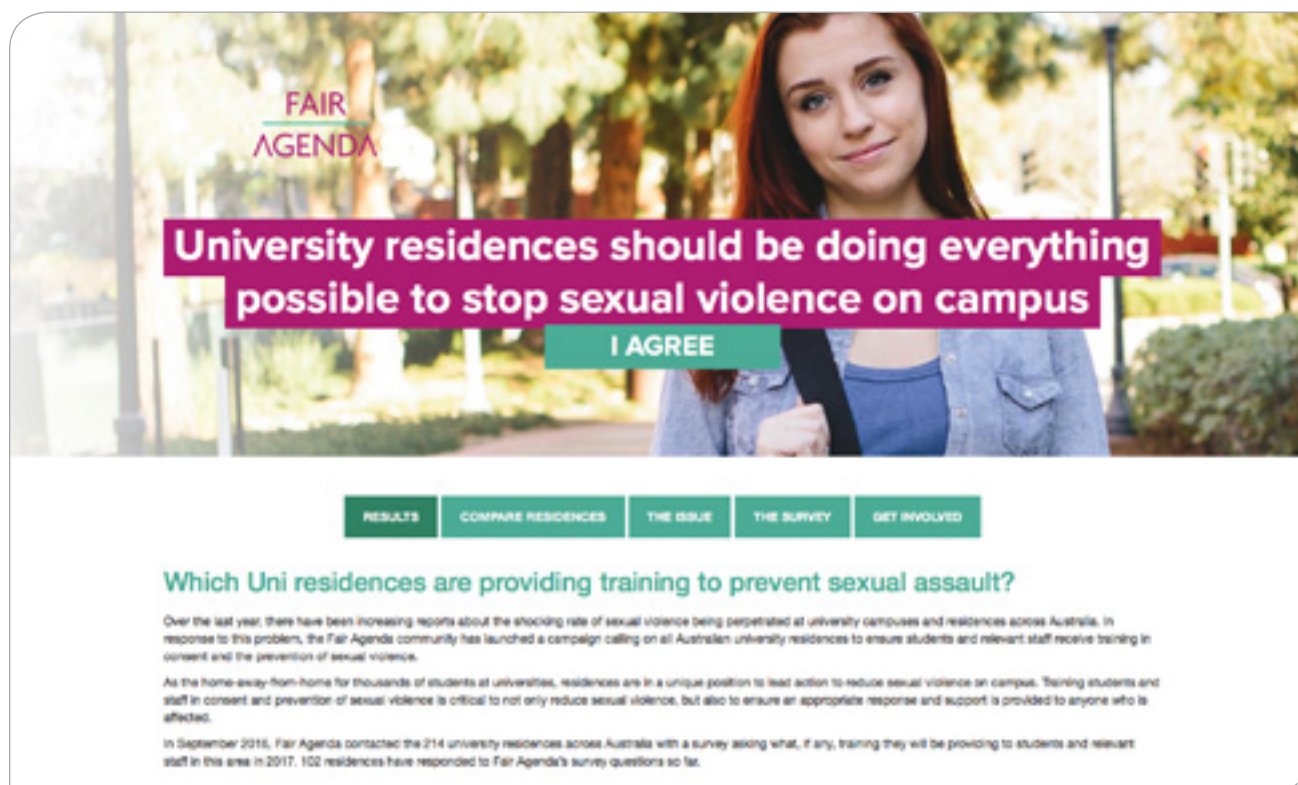
The fourth stream of THGAP's impact campaign was preventative in nature, and involved the development of education materials and programs to better equip university students and staff to respond to sexual violence. By educating young people, their educators and carers about respectful relationships, consent laws and ethical choices, we hoped that Australian students would have a framework to take into their future workplaces and families.

THGAP in early 2016 engaged the Full Stop Foundation, led by Professor Moira Carmody and Karen Willis OAM, to adapt existing ethics and consent training programs to the Australian university context. The *Sex, Safety & Respect* program and training materials comprise

material around healthy relationships, sexual ethics, consent and bystander strategies, and have already begun to be employed in Australian universities and residential colleges.⁸

THGAP subsequently partnered with community campaigning organisation Fair Agenda to ascertain what sexual violence prevention training Australia's university residential colleges were offering. In September 2016 Fair Agenda approached Australia's 214 university residences with a questionnaire regarding what, if any, training they provided staff and students to prevent sexual violence.

Working with experts in the prevention of sexual violence, Fair Agenda's survey collected the first ever record of the quantity and quality of training provided by residences, including indicators to track the inclusion (or lack thereof) of best practice training in this area. To date almost half of Australia's residential colleges have responded to Fair Agenda's residence survey⁹ and Fair Agenda have been told that the process of being surveyed has had a positive influence on some residence's policies and priorities.



The screenshot shows the Fair Agenda website. At the top, there is a banner with a photo of a young woman and the text "FAIR AGENDA". Below this, a large purple banner reads "University residences should be doing everything possible to stop sexual violence on campus". Underneath the banner is a green button that says "I AGREE". Below the button is a navigation bar with five tabs: "RESULTS", "COMPARE RESIDENCES", "THE ISSUE", "THE SURVEY", and "GET INVOLVED". The main content area is titled "Which Uni residences are providing training to prevent sexual assault?". Below the title, there is a paragraph of text: "Over the last year, there have been increasing reports about the shocking rate of sexual violence being perpetrated at university campuses and residences across Australia. In response to this problem, the Fair Agenda community has launched a campaign calling on all Australian university residences to ensure students and relevant staff receive training in consent and the prevention of sexual violence." This is followed by another paragraph: "As the home-away-from-home for thousands of students at universities, residences are in a unique position to lead action to reduce sexual violence on campus. Training students and staff in consent and prevention of sexual violence is critical to not only reduce sexual violence, but also to ensure an appropriate response and support is provided to anyone who is affected." The final paragraph states: "In September 2016, Fair Agenda contacted the 214 university residences across Australia with a survey asking what, if any, training they will be providing to students and relevant staff in this area in 2017. 102 residences have responded to Fair Agenda's survey questions so far."

8. See <http://www.fullstopfoundation.org.au/MainMenu/Training/Sex-Safety-Respect>

9. See a summary of the results at www.fairagenda.org/residences

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COMMUNITY ENGAGEMENT

To support the broader objectives of the impact campaign, THGAP has pursued opportunities to screen the film at conferences and in collaboration with community organisations.

Conference Screenings

THGAP have led a number of conference screenings and panel discussions, including:

- Australia New Zealand Student Services Conference – Hobart, 8 December 2015
- Australasian Association of College and University Housing Officers Conference – Sydney, 22 April 2015
- National Union of Students Education Conference – Sydney, 6 July 2016
- National Association of Australian University Colleges National Conference – Sydney, 8 July 2016
- Network of Women Students Australia's (NOWSA) Annual Conference – Sydney, 13 July 2016
- National Association of Australian University Colleges National Conference – Melbourne, 5 July 2017

Members of THGAP team and working group also attended and participated in the Universities Australia conference in Canberra on 9 March 2016, which included a session on 'Best practices in response to sexual violence on campus'.

Community Screenings

THGAP have also led a number of cinema screenings co-presented with community partners, showing the 103 minute version of the film. These have included:

- Australian International Documentary Conference screening at the Australian Centre for the Moving Image (ACMI) – Melbourne, 1 March 2016
- Women's Centre for Health Matters and Canberra Rape Crisis Centre screening at National Film & Sound Archive – Canberra, 3 March 2016
- Fair Agenda screening at Hoyts EQ – Sydney, 21 April 2016
- Victorian Women's Trust screening at Cinema Nova – Melbourne, 28 April 2016
- Sydney Womens Fund screening at Eternity Theatre – Sydney, 20 July 2016



NOWSA screening July 2016, NOWSA – Justine Landis-Hanley, Moo Baulch, Sex Discrimination Commissioner Kate Jenkins, Prof Andrea Durbach, Heidi LaPaglia

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ABC2 SCREENING

The feature length version of *The Hunting Ground* screened on ABC2 on 21 June 2017. This was the first public television broadcast of the film in Australia, which is also available through the Netflix platform.



The Guardian Podcast and Video

To coincide with the ABC broadcast, contextualise *The Hunting Ground* in Australia and discuss the imminent release of the Commission's survey into sexual violence, THGAP teamed up with *The Guardian* in the production of a podcast and video.



The Guardian's Gabrielle Jackson chaired a panel with THGAP Campaign Director Allison Henry, Karen Willis from Rape & Domestic Violence Services Australia, EROC Australia Ambassador Anna Hush, and student campaigners from Sydney University Katie Thorburn and Mariam Mohammed.

THGAP Action Toolkit

To mark the ABC broadcast, THGAP released an Action Toolkit¹⁰ to empower key audiences, including students, parents, alumni, faculty, advisors and administrators, to take action to combat sexual violence in Australian universities. The Toolkit includes background to the film, contextual information around the situation in Australia, and suggestions for how different audiences can get involved in the campaign for Australian universities to be free of sexual violence.

For students, there are excerpts from the Full Stop Foundation's *Sex, Safety & Respect* program around consent and bystander skills – two key issues consistently raised in campus screenings. The Toolkit includes also includes a Student Campus Environmental Scan – for students to consider how effective their university is in responding to, and helping end, sexual violence – as well as resources and contacts for students and others to seek out further information.

GENDER-WISE PHILANTHROPY AWARD

THGAP was delighted to have their work recognised by Philanthropy Australia's Gender-wise Philanthropy Award, presented to The Caledonia Foundation and Good Pitch Australia for The Hunting Ground Australia Project. The Gender-wise Philanthropy Award recognises achievements in the past five years from funding initiatives that advance gender equity through investment in project or organisations that support women and girls or through the integration of a gender lens.



10. The Hunting Ground Australia Project, *Action Toolkit*, June 2017, <http://www.thehuntinggroundaustralia.com.au/wp-content/uploads/2017/06/170616-THGAP-Action-Toolkit.compressed-2.pdf>

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TIMELINE

2011

NUS *Talk About It* survey.

27 FEB 2015

US premiere of
The Hunting Ground.

MAY 2015

Initial research
and project design
undertaken by THGAP
and the AHRCentre.

16 SEP 2015

Good Pitch²
Australia at
Sydney Opera
House.

SEP-OCT 2015

Initial discussions between
THGAP and UA regarding
campus screenings.

18 NOV 2015

University staff previews
of *The Hunting Ground*
commence.

JUN 2015

Sydney Film Festival screens
The Hunting Ground.

OCT 2015

THGAP commissions the FSF
to adapt existing ethics and
consent training programs to
the Australian university context.

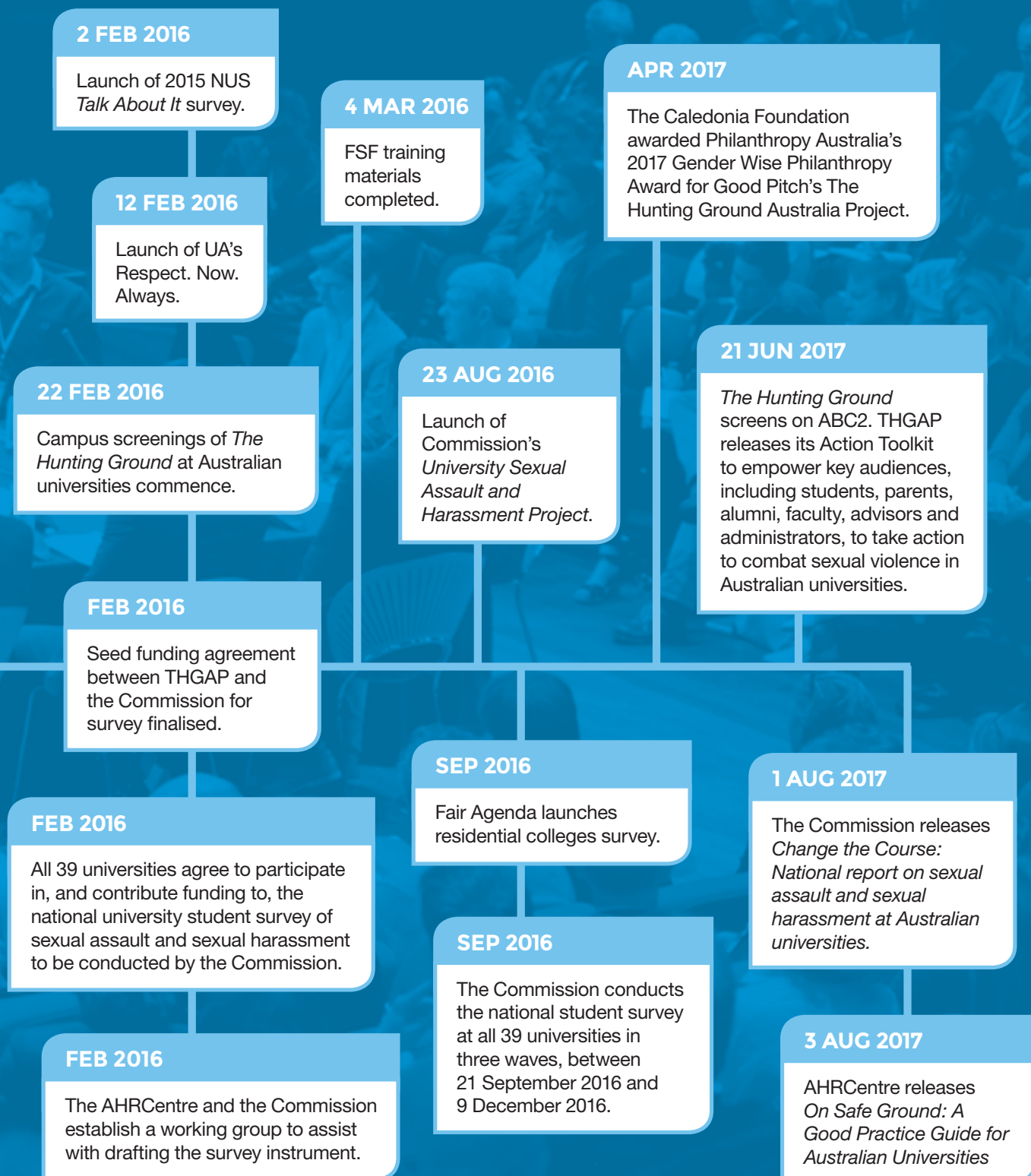
AUG 2015

THGAP commissions
the AHRCentre
to implement the
*Strengthening Australian
University Responses
to Sexual Assault and
Harassment Project*.

OCT 2015

The AHRCentre and the Commission
discuss the possible scope and nature
of the student survey, then commence
discussions with Universities Australia
with a view to surveying across all 39
Australian universities.

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UNIVERSITY PROFILES

LA TROBE UNIVERSITY

In 2016, La Trobe University joined a national campaign alongside the other 38 Australian universities to address the issue of sexual assault and sexual harassment on Australian university campuses.

La Trobe University screened *The Hunting Ground* four times at its Bundoora campus and once at each of their City, Bendigo, Mildura, Shepparton and Albury-Wodonga campuses during 2016. After screening *The Hunting Ground* to staff and students across regional and metropolitan campuses in Victoria, there was an immediate response from the university community to access support services and information for people affected by violence. La Trobe launched Project Unified, an initiative to deliver a unified University framework to manage and support prevention of violence on campus.

The Project Unified team engaged with staff and students across the University to collect both qualitative and quantitative data. Qualitative data was sourced from interviews/focus groups and quantitative data was drawn from the university's primary incident management data tools. The approach resulted in a holistic analysis with three main goals to enable La Trobe University to be an effective leader in violence prevention and support:

- Provide a unified and victim-centred approach to support
- Build a culture of understanding, trust respect and action
- Develop sustainable structures and strategies to address violence prevention and support.

The initiative set about improving the university's knowledge, processes and policies to effectively address violence, and was successful in delivering on a number of strategies to advocate gender equality and eliminate violence in the university's communities. Deliverables included training packages, online tracking tools, briefing sessions, audits of the physical environments and educational resources for staff and students about violence prevention and support.

All these advances to eliminate violence at La Trobe University triggered a development towards a more transparent and organised incident management system for staff and students, to report violence or inappropriate behaviour, where and when it occurred.

In early 2017, the new Speak Up service rolled out across the university to provide a safe, supportive and inclusive environment for all students and staff. The service was designed to help staff and students locate support for themselves or others in relation to intimidation, harassment, discrimination, all forms of violence (including sexual and physical assault), and other forms of concerning behaviour.



Since its commencement, Speak Up has helped support staff and students across La Trobe's campuses. The service has covered a gamut of concerns including issues around bullying, stalking, struggles with mental health and other behavioural and welfare-related issues.

In addition, there have been a number of educational objectives delivered to students and staff around issues such as responding to disclosure, confidentiality, violence and procedural fairness. Resources, communication and promotional collateral to support the Speak Up service were developed and presented via numerous channels and areas across the university including:

- Information and presentations for staff induction sessions
- Staff training around 'Making it safe on campus' and 'Addressing concerning behaviours'
- Tailored training for welfare officers, accommodation services staff and student ambassadors
- Intranet announcements and website updates
- A social media campaign targeting students via Facebook, Twitter and other online portals
- Presentations into the La Trobe Student Union internal conference

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- Information embedded into postgraduate student induction sessions and induction packs
- Graduate Research School communications from the Dean and via the online scholar publication.

The new central incident management approach has overseen the set-up of a 'Safety on Campus' Complex Behavioural Risk Action Group (CBRAG) to work on complex cases and incidents. With representatives from across the university including International, Security, Residential Services and Equity and Diversity, the group works through strategies to deal with high risk and complex issues, and collects, reports and summarises data on violence to key stakeholders and the University Senior Executive Group.

La Trobe University is proud of its active contribution to national and global dialogue and initiatives to eliminate violence against women with their inclusion in the Workplace Equality and Respect Project (being run by Our Watch), SAGE Athena SWAN, 16 Days of Activism and Workplace Gender Equality Agency Employer of Choice citation.

La Trobe is committed to being an agent and leader of positive change and recognises that universities have a unique role to play in eliminating violence against women.

La Trobe's screenings of *The Hunting Ground* were accompanied by a strong message of support from Vice Chancellor Professor John Dewar, a leading advocate for gender equality and the elimination of violence.

"Senior leadership advocacy is critical in championing the elimination of violence... I believe that universities are uniquely placed to influence public opinion and educate the community. I recognise that genuine leadership requires external engagement but also introspection as to how we can build a caring community for people within La Trobe. This is why Project Unified was established."

– Vice Chancellor Professor John Dewar

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UNIVERSITY OF NEW SOUTH WALES

The Hunting Ground screened at the University of New South Wales (UNSW) Kensington campus with an audience of around 350 students on 2 May 2016. Having taken up a one year licensing package, UNSW also screened the film to approximately 200 of UNSW's most senior managers and leaders, and held follow-up screenings across the University's residential colleges.

UNSW has adopted a comprehensive response to sexual harassment and assault, led by the ViceChancellor of UNSW, Professor Ian Jacobs, who has made strong statements against sexual violence and made a clear commitment to continuous improvement at UNSW.

Importantly, UNSW has adopted a wide lens, considering all incidents that affect the health and wellbeing of members of the UNSW community – whether students or staff, and regardless of whether the experience was on or off campus.

Over the past year UNSW has taken significant steps to improve its own practices and outcomes in managing and preventing sexual violence:

- Following the establishment of a Working Group in 2015 to provide advice on how to improve UNSW's efforts – including awareness raising, culture change, support, procedures and how the university handles complaints – UNSW in 2016 brought forward an internal audit to review and develop a baseline of UNSW's response and prevention measures, in an attempt to gain an institutional understanding of UNSW's position and develop a roadmap for further steps required.



- To ensure UNSW remains proactive in its response, the university in 2016 established a subcommittee of its Equity, Diversity and Inclusion (EDI) Board. The subcommittee incorporates all the positions with relevant responsibilities across the university, including the heads of Student Services and Student Life, Human Resources, Learning and Teaching and college representatives. The subcommittee's initial role is to monitor and implement actions arising from the internal audit process, but its mandate is expected to expand. The subcommittee reports to the EDI Board who in turn reports regularly to UNSW's Council, ensuring a high degree of transparency.
- Keeping a focus on preventative measures as well as its response to sexual violence, UNSW has increased its training initiatives. In first semester 2017 UNSW introduced a mandatory online training module, with a focus on sexual misconduct and consent, for all first year undergraduates. The training is being rolled out to postgraduate students. More intensive face-to-face training was also provided to a group of 120 student leaders on Student Representative Council and Postgraduate Council and in university colleges. UNSW is also developing e-learning packages for all of its college students, to reinforce the messages of the introductory training.
- First responders training, delivered in person, will be rolled out from July 2017, to coincide with launch of UNSW's new reporting portal. While the training will be mandatory for some staff (eg human resources and security staff) it will otherwise be voluntary in order to avoid inadvertent traumatizing of participants.

UNSW's new centralised reporting portal will be launched in July 2017, providing one place for staff and students to report incidents on and off campus. UNSW sees the launch of the new portal as an opportunity to engage across the whole institution in the management and prevention of sexual violence, and particularly notes the role that data collected will play in prevention (for example, by identifying incidents in particular locations). UNSW are targeting counseling and health service staff and student leaders in training workshops to support the roll out of the portal.

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The Australian Human Rights Centre (AHRCentre) in the Law School at UNSW has been an integral partner of The Hunting Ground Australia Project, leading the national project aimed at researching current practice and good practice in dealing with and preventing sexual harassment and assault, and closely involved in the development of the independent survey implemented by the Australian Human Rights Commission (the Commission). The AHRCentre has also undertaken a case study based on interviews with a cross-section of UNSW stakeholders.

As noted above, all of these reports will be released in early August 2017. UNSW is looking forward to the release of these reports, seeing them as a real opportunity to listen to the experiences and concerns of students as voiced in the national student survey, and to look closely at the good practice recommendations in the AHRCentre's report.

UNSW have engaged an external consultant to review existing measures and develop a stand-alone Sexual Misconduct Policy and accompanying procedures for the university. While work has commenced on this task, it will not be completed until after the reports from the Commission and AHRCentre are released in August, as UNSW is committed to being open to the findings of the reports and using them to better inform their responses.

In the meantime, UNSW is keeping its community informed of progress, with messages to be sent by the Vice-Chancellor and Deputy Vice-Chancellor Education to staff and students to promote the launch of the new reporting portal, raise awareness of the release of the reports and provide a link to the Commission's survey results, and issues specific to UNSW, once they have been released.

UNSW is working with 1800 RESPECT and others in preparation for the August release dates. In addition to ensuring they have a safety plan and supports in place for current students, UNSW are expecting a spike in reports of historical events.

ST LEO'S COLLEGE & GRACE COLLEGE UNIVERSITY OF QUEENSLAND

The Hunting Ground in February 2017 featured in an innovative O-week training program, 'Re-Think Day', run by two residential colleges at the University of Queensland, St Leo's College and Grace College.

The 2017 'Re-Think' Day built upon a similar initiative in 2016, Q-Week. According to Stephen Foley, Head of St Leo's College "*The Hunting Ground* was the genesis of Q Week. We saw it as a launch pad to educate our all-male college in a way we hadn't previously. Sure, we have talked about these issues – through all-college meetings involving all our staff (male and female) however we decided we had a duty to ensure it stayed on the agenda."



The 2017 'Re-Think' Day was developed by staff at St Leo's College who recognised that there was a need to address issues around respectful relationships, evolving gender roles, sexual diversity awareness and inclusion, sexual communication and consent with their incoming students.

Mark Thornton, Deputy Head of College at St Leo's, commented on the rationale for day: "The certainty that we needed this program arose from conversations with residents which showed that they were poorly informed about many of the issues surrounding sexual assault and diverse sexual orientation. Our residents come from a wide variety of backgrounds and while some have a broad understanding in these areas, others are still quite uninformed. The program is designed to promote respect for others in relationships, respect for diverse lifestyles and respect for themselves. It is educational, values driven and challenges stereotypes."

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'Re-Think' Day involved all of the first year students and student leaders from the two Colleges – around 200 students in total. Students participated in a roster of four workshops:

- The Good Sex Roundtable: Promoting positive spaces to discuss sexual communication and wellbeing – Nina Funnell (author, journalist and speaker) and Katrina Marson (ACT Director of Public Prosecutions)
- The Good Old Days? Men, Women and Sexual Identity in Australia's Past – Dr Lisa Featherstone (UQ) and Dr Geoff Ginn (UQ)
- LGBTI Awareness & Inclusion – Ishwar Singh, Pride in Diversity
- Consent, get it right – Roxana Paterson (Deputy Principal at Grace College) and Mark Thornton (Deputy Head of College at St Leo's College)

The day's proceedings concluded with a screening of the one hour international version of *The Hunting Ground* and a panel discussion involving the workshop presenters and a former resident of St Leo's College. The panellists explored the relevance of the film in an Australian context, the role of alcohol, and the importance of bystander interventions, amongst other issues.

The day utilised activities and videos, providing students with an opportunity to explore issues around gender, sexuality and consent in a safe environment. In addition, the College staff emphasised the services and support available to residents should the needs arise.

Mark Thornton commented that St Leo's College was: "...very pleased with the outcomes of the day. The plan of rotating the residents through the four presentations then bringing them together for *The Hunting Ground* film and panel worked very well. It was certainly bigger and better than last year and the evaluation sheets verified that the residents took a lot out of the day. We will certainly present the program next year with some refinements that should make it work even better."

The Principal at Grace College, the Rev Dr Anita Monro, was also pleased with the day's outcomes, commenting: "Grace College residents felt empowered by the opportunity to discuss issues that have a profound effect on their health, safety and wellbeing."

SOUTHERN CROSS UNIVERSITY

Southern Cross University (SCU) screened *The Hunting Ground* at its Lismore, Gold Coast, Coffs Harbour, Sydney and Melbourne campuses in early 2016. Professor Andrew McAuley, SCU's Deputy Vice Chancellor (Academic), led the screenings and panel discussions following, and reported good attendances and positive responses across all campuses.

Following the screenings, Professor McAuley suggested that SCU would look to review its complaints processes and a range of policies relating to student wellbeing, as well as participate in the Commission's national student survey.

A year on, Professor McAuley reported that SCU had built on the issues raised by *The Hunting Ground* screenings, and closely examined issues around student safety: "*The Hunting Ground* screenings and panel discussions stimulated thinking around the wider context of student wellbeing. It made SCU think about our Unibar and how it operates, the kind of events it hosts, and services provided."

SCU have undertaken an internal student safety audit, particularly considering issues of safety around SCU residences, reviewed the Terms of Reference for the Behavioural Intelligence Group – making sure linkages are in place that align the Terms of Reference with student safety – and tweaked other policies to support students and staff to respond to issues of sexual violence.

SCU is now working with its counselling team to consider training around consent and bystander behaviour. SCU is seeking to embed changes to ensure long term and positive developments.

SCU was an enthusiastic participant in the national survey and is looking forward to the release of the Commission's report in August.

For the launch of the report, SCU will have counselling and pastoral staff on hand, and will also promote information and contact numbers for external services available locally.

THE HUNTING GROUND AUSTRALIA PROJECT

COLLEGES UNIVERSITY OF MELBOURNE

Having taken up a three year licensing package, the University of Melbourne and its residential colleges have embraced *The Hunting Ground* as part of its broader commitment to respect. The film was screened by the University as part of its Respect Week in March 2016 and has been utilised by the University's 11 colleges during 2016 and 2017, with screenings followed by group discussions facilitated by expert panels.

Reflecting the colleges' commitment to building and maintaining respectful and safe communities, there has been a focus on reviewing and updating policy frameworks and enhancing training for students.

The colleges share a Fair Treatment Policy and guidelines that outline standards and best practice in relation to issues including sexual harassment, serious misconduct and criminal behaviour. These policies were upgraded at the beginning of 2016 and subsequently reviewed by the Australian Human Rights Centre at UNSW and a colleague who works closely with survivors of sexual violence for 'End Rape on Campus' (EROC) to ensure they were sufficiently robust. Associated policies such as those around alcohol and safe partying are aimed at further helping to create an environment for appropriate relationships.

While annual training to support the implementation of the Fair Treatment policy and procedures is provided for all relevant staff and students in the colleges, a key focus has been on expanding training to all students, not just student leaders.

Other training courses provided by the colleges, by various internal and external presenters and including some sexual assault service providers, have included:

- Understanding Sexual Consent & Preventing Sexual Violence on Campus Training (Full Stop Foundation's Moira Carmody)
- Bystander Engagement Training (Griffith University's Shannon Murdoch)
- Responding to Sexual Assault (Centre Against Sexual Assault (CASA))
- Responsible Alcohol Promotion
- Responsible Social Media Training
- Step-Back-Think
- "Good Lads, Good Lasses"
- Responsible Relationships
- Safe partying and responsible alcohol and prevention of violence

In addition to policy review and enhanced training, colleges have made consent training and videos available and developed and disseminated posters for students advising of internal and external avenues for assistance with respect to fair treatment issues.

The colleges are also working closely with the University in order to ensure that their practices are closely aligned with the Safer Community Program, which aims to promote a safe learning, working and living environment at the University of Melbourne, and provides mechanisms for reporting sexual harassment or sexual assault.



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UNIVERSITY OF SOUTH AUSTRALIA

The University of South Australia (UniSA) screened *The Hunting Ground* in Adelaide in May 2016. The Q&A following the screening featured representatives from the university and local sexual assault services and led to an engaged discussion with the student leaders who attended. UniSA recorded the Q&A session to enable students at its regional campuses to also watch and listen to this session.

Vice Chancellor David Lloyd also instigated a review of policies, procedures and report structures related to the handling of sexual harassment and assault at UniSA.

Chair of the review, Dr Laura-Ann Bull, the Pro Vice Chancellor for Student Engagement and Equity, explained that it was “important that we don’t just focus on the campus but look more broadly at student wellbeing. We need to ensure that staff and students are educated to respond appropriately to students in a survivor centric way.”

The review consulted with representatives of the Student Association, students and other members of the University community and engaged the services of an external consultant who is a subject matter expert.

Dr Bull stated that “Australian universities don’t have to reinvent the solutions here,” noting that there are structures, models and training in place internationally that can be adapted to the Australian university environment.

One critical area where action has already been implemented is in relation to trauma training of key university personnel including key front line staff and student representatives in leadership roles. Dr Bull noted that End Rape on Campus Australia’s submission to the Australian Human Rights Commission had highlighted the importance of trauma training when managing complex situations so UniSA organised for local sexual assault service Yarrow Place to deliver training in April 2017.

The University will closely consider the report and recommendations arising from the Australian Human Rights Commission and Australian Human Rights Centre reports and will continue to adapt and improve its services as necessary.

“This is about improving our responses and drawing on best practice – so students know that their university is doing all it can to ensure and engender a culture of respect and safety.”

– Vice Chancellor David Lloyd



THE HUNTING GROUND AUSTRALIA PROJECT



FURTHER INFORMATION

Get Involved

- Host a discussion screening for the administrators on your campus
- Host a campus screening
- Host a community screening
- Become a partner
- Complete the screening host feedback survey
- Register your interest for *Sex, Safety and Respect* training programs

Campaign Queries

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THE HUNTING GROUND AUSTRALIA PROJECT

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GOOD PITCH² AUSTRALIA

Shark Island Institute and Documentary Australia Foundation host GOOD PITCH² AUSTRALIA, and brought the first of these events to Sydney in October 2014. Since the inaugural event Good Pitch Australia has raised over \$14 million in philanthropic funding. This funding has contributed to both production and outreach funding, and has entirely financed the development and implementation of social impact campaigns, targeting a diversity of issues central to society – now and into the future.

The results have been impressive: contribution to policy, the forging of 200+ powerful strategic partnerships and alliances between community groups, the corporate sector, NGOs and policy makers; the creation of tools around issues to raise awareness and give people a way to practically engage with life-changing behaviours, attitudes and action. These results represent a high return on social capital for our philanthropic community.

www.goodpitch2australia.com.au

 www.thehuntinggroundaustralia.com.au

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