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# ***Respect.Now.Always (RNA) Action Plan***

**2026-2028**



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## Background

Universities Australia (UA) initiated the Respect. Now. Always. (RNA) campaign in February 2016. A sector-wide program that aims to prevent sexual violence in university communities and support those who have been affected by this violence.

The 2016 campaign included an Australia-first National survey of students, by the Australian Human Rights Commission (AHRC), it asked students from 39 Universities about their experiences of sexual violence. In 2017, the AHRC published the 'Change the Course' report that included a comprehensive suite of recommendations for both the whole of the University sector and individual recommendations for each participating University.

Since then, Flinders has implemented a program of actions based on the recommendations of the 'Change the Course' report to prevent sexual violence and support those who have been affected at Flinders. The initial Flinders RNA Action Plan outlines the actions taken by Flinders, these included:

- Establishment of the RNA Advisory Executive Group and the RNA Advisory Group (RNA Advisory Group) – the RNA Advisory Group's membership is made up of key stakeholders from across the Flinders Community, to oversee implementation of [Flinders RNA Action Plan](#).
- Several awareness-raising initiatives including the development of student focussed campaign materials e.g., the successful student led campaign [Be a Better Human](#),
- The provision of training for key staff and students,
- The development of a new [Safety and Respect at Flinders website](#).

Respect.Now.Always. (RNA) at the College of Health and Enablement (CHE) is strongly aligned with both the CHE Strategic Plan 2023–2027 and the Flinders University Respect.Now.Always. Safety and Respect Action Plan 2023–2026. Together, these frameworks reinforce a shared commitment to a culture of care, safety, respect, and accountability across learning, teaching, research, and professional practice.

The CHE Strategic Plan emphasises the importance of fostering a culture of care and safety that supports the wellbeing of students across all cohorts and staff and enables respectful, inclusive, and psychologically safe environments. This focus is central to CHE disciplines, particularly those preparing graduates for health, nursing, and caring professions, where respectful conduct, professionalism, and safe practice are foundational competencies. RNA initiatives within CHE directly contribute to these strategic priorities by promoting awareness, prevention, and appropriate responses to sexual harm, harassment, bullying, and discrimination.

Similarly, the University-wide Respect.Now.Always. Action Plan articulates Flinders University's commitment to creating a safe, respectful, and inclusive university community, underpinned by prevention, education, support, and clear reporting and response pathways. RNA activities within CHE operationalise these commitments at a local level, ensuring that university priorities are translated into context-specific actions relevant to students and staff in health and caring disciplines.

Through governance structures such as the CHE RNA PIC Working Group, engagement with staff and students, and alignment with teaching, curriculum, and professional practice expectations, RNA at CHE strengthens the connection between institutional strategy and everyday experience. This integrated approach supports cultural change by embedding respect and safety not only as policy obligations, but as shared professional values aligned with the College's mission and responsibilities.

## RNA CHE Workgroup Members

**PIC Member:** Jeremy Sloan

**Chair:** Dr Rowaida Sleem

**Members:** Dr Mallika Prem Senthil, Ms Paige Lynch, Ms Kiara Roscio, A/P Ruth Walker, Ms Demi Martin and Dr Yumi Naito.

## College Actions

Actions undertaken through Respect.Now.Always. (RNA) within the College of Health and Enablement (CHE) are guided by the findings and recommendations of the Australian Human Rights Commission (AHRC), informed by the University's overarching frameworks, and tailored where necessary to reflect the specific needs of the College and its diverse physical locations.

This work is aligned with Flinders University's Strategic Plan, *Impact. With Purpose. Helping change lives for the better*, which emphasises wellbeing, inclusion, and the creation of safe and supportive environments in which students and staff can thrive. Through RNA, CHE contributes to this commitment by embedding respect, safety, and care into everyday learning, teaching, and working practices.

All actions undertaken by RNA CHE are underpinned by the core principles of Respect.Now.Always., namely that:

- Every student should feel safe as they work towards their degree or diploma; and
- Every student who reports sexual violence should receive a compassionate, timely, and fair response.

These principles guide decision-making, prioritisation, and implementation across all RNA-related initiatives within the College, ensuring that actions are preventative, trauma-informed, inclusive, and responsive to the lived experiences of students across CHE.

## College Objectives:

All Respect.Now.Always. actions are designed to support all CHE students, recognising that students may have diverse needs, backgrounds, and lived experiences. Where necessary, actions will be implemented in ways that reduce barriers to access and promote equitable participation across cohorts.

### Objective 1: Strengthen Awareness, Knowledge, and Access to Reporting, Support, and Training

Success indicators:	
<b>A</b>	Awareness and Visibility of Reporting Pathways
<b>B</b>	Consistent Access to Reporting and Support Information
<b>C</b>	Staff Knowledge and First-Response Confidence
<b>D</b>	Monitoring, Evaluation, and Continuous Improvement

Success Indicator	Strategy	PIC representative and/or lead responsible person	Target (related to indicators)	Progress	Timeframe for completion
<b>A</b>	Promote reporting pathways and online training through QR codes, student portals, email, and social media	Rowaida Sleem	Increased reporting webpage traffic and access to online training	In progress	Week 6 of Semesters 1 and 2
<b>A</b>	Deliver interactive awareness campaigns designed to engage students (events,	Kiara Roscio	Increased student engagement and retention of	In progress	Week 6 of Semesters 1 and 2

	workshops) by collaborating with internal and external stakeholders		reporting information		
<b>B</b>	Embed reporting and support information into orientation materials	RNA CHE working group	100% of commencing students receive reporting information	In progress	Each orientation cycle
<b>B</b>	Embed reporting pathways in clinical preparation and placement briefings	Rowaida Sleem, Paige Lynch, Kiara Roscio	All placement students informed of reporting and support options	Planned	Ongoing
<b>B</b>	Embed reporting information in FLO sites, wellbeing modules, or course resources	Demi Martin	Consistent exposure to reporting information across courses	Planned	Ongoing
<b>C</b>	Deliver in-person staff training sessions to complement online modules	Rowaida Sleem, Sexual Violence Officer and Counselling Services	Increased staff knowledge of services, resources, and first-response actions	Planned	Annually
<b>C</b>	Share themed Active Engagement messages via CHE Teams	Rowaida Sleem	Regular reinforcement of reporting knowledge among staff	In progress	Each Semester
<b>D</b>	Monitor awareness outcomes via surveys and event feedback	Ruth Walker	Evidence of increased awareness and access over time	In progress	Annual Review
<b>D</b>	Use evaluation findings to refine awareness and education strategies	RNA CHE Working Group	Demonstrated continuous improvement	In progress	On going/Annual

## Objective 2: Build Staff, Student, and RNA Capability to Prevent and Respond to Sexual Harm

Success indicators:	
<b>A</b>	Staff Capability and Confidence in Disclosure Response
<b>B</b>	Student and Peer Capability and Leadership
<b>C</b>	Access to Expert-Led Prevention and Response Education
<b>D</b>	RNA Member Expertise and Leadership Capacity
<b>E</b>	Shared Resources and Sustainable Capability Building

Success Indicator	Strategy	PIC representative and/or lead responsible person	Target (related to indicators)	Progress	Timeframe for completion
<b>A</b>	Deliver trauma-informed staff training on responding to disclosures	Rowaida Sleem, Sexual Violence Officer and Counselling Services (as relevant)	Increased staff confidence and competence in responding appropriately to disclosures	Planned	At least once per year
<b>A</b>	Promote responder guidance and resources via targeted staff communications	Rowaida Sleem and RNA CHE Working Group	Increased awareness of response expectations among staff	On going	Each semester
<b>B</b>	Require student representatives to complete consent and reporting-related training	RNA CHE Working Group	100% of CHE student representatives trained	Planned	Start of each academic year
<b>B</b>	Partner with student associations and equity networks to embed peer-supported reporting awareness	Demi Martin Rowaida Sleem	Normalised conversations and peer-led awareness	Planned	Ongoing
<b>B</b>	Support peer-led RNA activities and campaigns	RNA CHE Working Group	Increased student-to-student engagement	Planned	Ongoing
<b>C</b>	Deliver expert-led student workshops (e.g. SHINE SA, headspace)	RNA CHE Working Group	Improved student capability and confidence	Planned	At least one per year
<b>D</b>	Support RNA members to attend trauma-informed disclosure response training (e.g. Yarrow Place)	Rowaida Sleem	Strengthened internal RNA expertise. Minimum two RNA members trained annually	In progress	Within the year
<b>E</b>	Collect training feedback to inform capability-building priorities	RNA CHE Working Group	Evidence of improved confidence and preparedness	Planned	After each activity/workshop

### Objective 3: Embed Sustainable, Safe, and Responsive RNA Practice Across CHE Environments

Success indicators:	
<b>A</b>	Access to and Use of Campus Safety Services
<b>B</b>	Visibility of Safety and Respect Initiatives
<b>C</b>	Physical Safety of CHE Learning Environments
<b>D</b>	Student Perceptions of Safety and Responsiveness
<b>E</b>	Sustainability, Alignment, and Accountability of RNA Actions

Success Indicator	Strategy	PIC representative and/or lead responsible person	Target (related to indicators)	Progress	Timeframe for completion
<b>A</b>	Communicate availability of after-hours study spaces and services	Mallika Prem Senthil	Increased student awareness and use of after-hours facilities	In progress	During the semester/on going
<b>A</b>	Promote security escort services via signage and digital communications	Paige Lynch	Increased use of security escorts	In progress	During the semester-Orientation/ Ongoing
<b>B</b>	Improve visibility of safety information and RNA messaging across CHE locations	Paige Lynch Rowaida Sleem	Clear and accessible safety information displayed	In progress	Ongoing
<b>B</b>	Include safety and RNA questions in student engagement surveys	Mallika Prem Senthil	Feedback on perceptions of safety and visibility	Planned	Annual
<b>B</b>	Consult CHE student representatives, including international student and disability-related representatives, on safety priorities.	Kiara Roscio	Student-informed safety initiatives	Planned	Each Semester
<b>C</b>	Request and review lighting audits in high-use or higher-risk areas	RNA CHE Working group	Identification of areas requiring improvement	Planned	Annual

Success Indicator	Strategy	PIC representative and/or lead responsible person	Target (related to indicators)	Progress	Timeframe for completion
<b>C</b>	Advocate for safe, well-lit pathways to key services and transport	RNA CHE Working Group	Improved physical safety infrastructure	Planned	As opportunities arise
<b>D</b>	Monitor utilisation of safety services and facilities	RNA CHE Working Group	Evidence of increased uptake over time	Planned	Annual review
<b>D</b>	Evaluate effectiveness of campus safety strategies	RNA CHE Working Group	Data-informed refinements to actions	Planned	Mid-year and annual
<b>E</b>	Align CHE RNA actions with university-wide RNA priorities and reporting	Rowaida Sleem	Strategic alignment demonstrated	Ongoing	Annual
<b>E</b>	Review outcomes and update priorities based on evaluation	Ruth Walker Rowaida Sleem	Continuous improvement documented	Planned	Annual
<b>E</b>	Produce an annual CHE RNA summary report	Rowaida Sleem	Transparent reporting of progress and outcomes	Planned	End of Academic Year

# RNA WORKING GROUP ACTION PLAN (CHE 2026-2028)

## OBJECTIVE 1

Strengthen Awareness, Knowledge, and Access to Reporting, Support, and Training

## SUCCESS INDICATORS

A- Awareness and Visibility of Reporting Pathways  
B- Consistent Access to Reporting and Support Information  
C- Staff Knowledge and First-Response Confidence  
D- Monitoring, Evaluation, and Continuous Improvement

## OBJECTIVE 2

Build Staff, Student, and RNA Capability to Prevent and Respond to Sexual Harm

## SUCCESS INDICATORS

A- Staff Capability and Confidence in Disclosure Response  
B- Student and Peer Capability and Leadership  
C- Access to Expert-Led Prevention and Response Education  
D- RNA Member Expertise and Leadership Capacity  
E- Shared Resources and Sustainable Capability Building

## OBJECTIVE 3

Embed Sustainable, Safe, and Responsive RNA Practice Across CHE Environments

## SUCCESS INDICATORS

A- Access to and Use of Campus Safety Services  
B- Visibility of Safety and Respect Initiatives  
C- Physical Safety of CHE Learning Environments  
D- Student Perceptions of Safety and Responsiveness  
E- Sustainability, Alignment, and Accountability of RNA Actions



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