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| **Targeted Initiatives** | **What** | **Targeted at** | **When** | **Who** | **Updates/Completion** |
| **Policies and Procedures** | | | | |  |
| **Staff** | * Staff Orientation - slides on SM and D&R policies/procedures for staff and students and Speak Out. * Collaboration between HR L&D, HR EDI and SS&D to develop staff skills in dealing with a student/staff disclosure of SVH. 30 min awareness training and/or online module. * Rape Crisis Training for HR staff and DCU Security * Create a Register of all trained staff * Policy training for SU Officers * First Point of Contact Training for SS&D/OSL Staff support students and Sexual Misconduct Advisers * Talks to Heads and Deans, Schools and Faculty * Training video to upskill on SM and D&R policies/procedures for staff and Speak Out. * Identify any additional cohorts of employees or students requiring training on discloser. * Develop an Evaluation Framework for key training initiatives. | New Staff  Targeted Groups  HR and Security Staff  SU Officers  SS&D, OSL  Targeted Staff  Staff  Staff  Staff | September/Other dates in 24/25  Dec 24/Jan 25  August 24  September 24  Aug 24  Aug 24  Autumn 24/Spring 25  Oct 24  Sep’24 – Ongoing  Sep’24 - | Swagata Sharma  Swagata Sharma, Deirdre Moloney  Swagata Sharma  Deirdre Moloney  Deirdre Moloney  Deirdre Moloney  Deirdre Moloney, Swagata Sharma  Swagata Sharma  Swagata Sharma  Swagata Sharma | Video to be created for staff orientation - confirmed  Link in with L&D and Student Counselling  HR Business Partners completing course in Aug 24. TBC re. Security. SS to speak to Ray Wheatley  Booked for Aug 24  Booked for Aug 24  Meet with Claire Bohan to discuss. |
| **Students** | * Student Orientation - slide on SM and D&R policy/procedures and Speak Out. * Talks to targeted groups of students * Consent promotion | Incoming Students  Targeted Groups  Campus Accom. | September 24  September 24  Oct 24 | Deirdre Moloney  Deirdre Moloney, Niamh Murtagh  Jamie Mangan, Niamh Murtagh, Deirdre Moloney | Slides/Video to be included in orientation for Disability, Access, International, PGR, Mature student, general population.  Peer Mentors, Clubs and Society Committee Members.  Jamie to make contact with campus accommodation about posters in apts and on noticeboards. |
| **Institutional Reporting** | | | | |  |
| HEA End of Year Report  HEA Disclosure Report  Speak Out Disclosure Report  Senior Management Briefing | * Mandatory reporting on activities in relation to institutional action plan. * Mandatory statistical reporting on staff and student disclosures of SVH. * Upload of Speak Out institutional data from confidential database to the national database. * Updates on DCU Action Plan for the prevention of SVH along with Speak Out Annual Report |  | December 24  December 24  TBC  January 24 | Swagata Sharma, Deirdre Moloney  Deirdre Moloney  Swagata Sharma  Deirdre Moloney  Swagata Sharma | Awaiting report template from HEA  Waiting for National Office to be opened.  Via Claire Bohan |
| **Communications & Campaigns** | | | | |  |
| **Staff** | * Speak Out promotional campaign throughout 24/25. * 16 Days of Activism * Training for First Point of Contact staff and SU | All Staff  All Staff and Students  FPOC;Allies;Advisors | Begin September - ongoing  Nov/Dec 24  End August | Swagata Sharma  Swagata Sharma, Deirdre Moloney, Niamh Murtagh  Ruan Kennedy with Deirdre Moloney | SS & DM to work together with Comms for a corporate version of SO material.  Social media posts on gender based violence. Orange light on campus. Staff and student newsletters.  Training Complete, follow on one hour support sessions through semesters beginning October 24 |
| **Students** | * Speak Out promotional campaign throughout 24/25. * Stands at Fairs and Themed Weeks * Themed Weeks Promotion   + Orientation Week - Sept 9th   + Freshers Week - Sept 16th   + Sexual Health - Oct 16th   + Harm Reduction - Oct 28th   + ESVH - Nov 25th   + SHAG - Feb 3rd   + RAG - Feb 10th   + Rainbow - TBC * ESVH Wall Mural | Students  All Students  All Students  Students | Begin September - ongoing  Sept 24 - ongoing  24/25  February 25 | Deirdre Moloney, Jamie Mangan  Niamh Murtagh, Jamie Mangan  Niamh Murtagh, Jamie Mangan  Niamh Murtagh, Deirdre Moloney | Jamie creating stickers for bathroom doors with support information. To include SO QR code. Postering, digital screens and stands will continue.  Stand at Clubs and Socs Fair. Freshers Week (Getting Home Safe). Campus Accommodation.  Stands at fairs and in prominent places. Social Media, talks, promotions.  It Stops Now Campaign |
| **Targeted Activities: Education and Training Plan (Facilitators and Students)** | | | | |  |
| **Active\*Consent Facilitator Training** | * Recruit facilitators for Active\*Consent Training * Active\*Consent Facilitator Training | SU  SS&D, SU, OSL | Aug 24  Aug 24 | Jamie Mangan, Niamh Murtagh  University of Galway | Call out to students to facilitate in person workshops.  Link sent out for registration |
| **Active\*Consent Live Workshop Programming** | Orientation   * Online webinar workshops by faculty   Freshers Week+   * In-person workshops by faculty   Targeted in-person workshops by group  Semester Two |  | Dates TBC  TBC  TBC | Niamh Murtagh, Jamie Mangan, Annabella Stover  Jamie Mangan, Niamh Murtagh  Jamie Mangan, Niamh Murtagh | Waiting for confirmation of dates and Zoom Links. Facilitator training in late August.  Targeted groups include clubs and socs and those on away trips. PGR students. |
| **Bystander Workshop 5 Facilitator Training** | Confirm facilitators for Bystander Intervention Training Workshop 5  Bystander Facilitator Training Event | OSL  Ruan Kennedy | Sept/Oct 24  Aug/Sept 24 | Una (OSL), Niamh Murtagh, Siobhan Byrne  Ruan Kennedy | TBC  Date TBC with Una and Siobhan |
| **Bystander and ESVH Training for Clubs and Society Reps** | * Each Club and Society will have two nominated points of contact who will be trained in Bystander Intervention in the first two weeks of semester. * Required to complete Bystander Training in advance of Workshop * C&S Workshop 5 will include discussion around scenarios, DCU Policies and Points of Contact, and Clubs & Socs Immediate Procedure/Reporting and Points of Contact (Siobhan) * C&S Account Four Courses * Cert awarded for Leadership in Community Workshop. | Clubs and Societies  OSL | Sept/Oct 24 | Una (OSL), Niamh Murtagh, Siobhan Byrne | Dates TBC |
| **Bystander Intervention Training for other targeted groups** | To be developed to suit the target audience | DCU Sports staff, DCU Accommodation Staff | TBC | Niamh Murtagh, Jamie Mangan, Deirdre Moloney | TBC |
| **Discover Community e-learning courses** | Review, update and rollout the following modules:   * Active\*Consent (UCG New) * Bystander Intervention * TiLT | All Students | Semester 1 start | Niamh Murtagh, Deirdre Moloney | New Active Consent to be embedded. TiLT and Bystander complete. |
| **Campaign Weeks** | * + Orientation Week - Sept 9th   + Freshers Week - Sept 16th   + Sexual Health - Oct 16th   + Harm Reduction - Oct 28th   + ESVH - Nov 25th   + SHAG - Feb 3rd   + RAG - Feb 10th   + Rainbow - TBC | SU, Health Promotion Officer | 24/25 | Jamie Mangan, Niamh Murtagh | To be organised. |