



**UNSW**  
SYDNEY

# **STOP. EMPOWER. SUPPORT.**

**UNSW Gendered Violence Strategy  
and Action Plan 2022-2025**

June 2022

## Acknowledgement

Our sincere thanks to the Gendered Violence Research Network who we have partnered with to develop this strategy on behalf of UNSW. The Gendered Violence Research Network is based in the Faculty of Arts, Design and Architecture at UNSW Sydney.

The legal entity for the contract is the University of New South Wales (ABN: 5719873179). UNSW is a GST-registered organisation. Provider CRICOS Code 00098G.

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[www.edi.unsw.edu.au/conduct-integrity/sexual-misconduct](http://www.edi.unsw.edu.au/conduct-integrity/sexual-misconduct)

## Content Warning

This Strategy addresses issues of gendered violence which includes sexual misconduct. Please take care when reading the document and if you, or someone you care about, is affected by the issues brought up in this Strategy you can seek support at the services listed below and a more detailed list of help available please see Appendix 2.

### Help available

In an emergency, please call 000 or text (not SMS) from a teletypewriter 106.

If you are feeling physically, emotionally or psychologically unsafe please call 1800RESPECT on 1800 737 732 to speak with an online counsellor or use to the 1800RESPECT online chat service.

You can contact 1800RESPECT through the National Relay Service on 1800 555 677 or call Interpreter Services on 13 14 50.

You can find information about help [available here](#).

You can find information about how to confidentially report gendered violence, including sexual misconduct [here](#).

**DOMESTIC &  
FAMILY VIOLENCE**

**DATING  
VIOLENCE**

**GENDERED  
MISCONDUCT**

**GENDERED  
HARASSMENT**

**INTIMATE  
PARTNER  
VIOLENCE**

**SEXUAL  
ASSAULT**

**SEXUAL  
HARASSMENT**

**SEXUAL  
MISCONDUCT**

**SEXUAL  
VIOLENCE**

**Contents**

Acknowledgement	<u>2</u>
For further information	<u>2</u>
Content warning	<u>3</u>
A message from the Vice Chancellor and President	<u>7</u>
A message from Student Leaders	<u>8</u>
Acknowledgement of Country	<u>11</u>
Acknowledgement of lived experience in the UNSW community and beyond	<u>11</u>
1. Background	<u>12</u>
2. Why broaden our scope to Gendered Violence?	<u>13</u>
3. STOP. EMPOWER. SUPPORT - An Evidence Based Strategy	<u>14</u>
3 Our Vision	<u>14</u>
3.1 Our Strategic Enablers	<u>16</u>
3.2 Our Strategic Priorities	<u>18</u>
Strategic Priority 1: Leadership, Governance, Commitment and Resourcing	<u>20</u>
Strategic Priority 2: Communication	<u>22</u>
Strategic Priority 3: Transparency and Accountability	<u>24</u>
Strategic Priority 4: Education and Awareness Raising	<u>26</u>
Strategic Priority 5: Culture Change	<u>28</u>
4. Striving for continuous improvement	<u>30</u>
5. Bringing in all together	<u>31</u>
6. The Summary Action Plan	<u>32</u>
Appendix 1. Definitions	<u>38</u>
Appendix 2. Help Available	<u>42</u>
Appendix 3. Acronyms	<u>44</u>
Appendix 4. References	<u>45</u>



## A message from the Vice Chancellor and President

The safety and wellbeing of all in our UNSW community is a priority for me. Behaviour that amounts to gendered violence, including sexual harassment and sexual assault, has no place at UNSW.

We need look no further than the 2021 *National Student Safety Survey (NSSS)* and the *Respect@Work* report for evidence of the prevalence and profound impacts of sexual harassment and sexual assault among university students and staff, both on and off campus.

**UNSW Gendered Violence Strategy and Action Plan 2022-2025** articulates our commitment as a university to do more to prevent and respond to gendered violence.

As universities we not only have the responsibility to make our campuses safe and welcoming places for all our students, staff and visitors, but we must be catalysts for cultural change throughout society. We graduate and employ thousands of people every year whose understanding, expectations and actions will shape behaviour and influence culture in workplaces and homes across Australia – and further afield – for decades to come.

We should not underestimate how powerful a force for change UNSW can be, as we aspire to end gendered violence.

To ensure this Strategy reflects the unique needs of our community it was co-designed with students and staff and informed by the results of the 2021 *NSSS* and *Respect@Work*. I would like to thank everyone who contributed to developing the Strategy, especially those victim-survivors who bravely shared their experiences and suggestions about how we can do better.

With this Gendered Violence Strategy and Action Plan, we will take a whole-of-organisation approach to achieve our bold vision to **Stop. Empower. Support.** in our community.

We will:

**Stop** gendered violence on our campuses through prevention and education.

**Empower** our people to create a safe and respectful community by calling out inappropriate behaviour where it is safe to do so, and with the expectation that students and staff model respectful behaviour.

**Support** our students and staff to raise their concerns, report incidents, and seek support when they need it.

The success of this Strategy relies on the appropriate resources being made available and on every person in the UNSW community taking responsibility for their own actions. This starts with me. As Vice-Chancellor of UNSW and Co-Chair of the Steering Committee that will oversee the implementation of the Strategy, I undertake to act with integrity and to lead by example. I make this commitment on behalf of the entire Senior Leadership Team.

**I am proud to present our UNSW Gendered Violence Strategy and Action Plan 2022-2025** and look forward to working with all in our community to build a culture of respect and integrity at UNSW.

**Professor Attila Brungs**  
**Vice-Chancellor and President**

## A message from Student Leaders

The Australian Human Rights Commission Report Change the Course (2017) found that one in five students experienced some form of sexual harassment in a university setting in the year of 2016. This report was foundational in pathing the way for universities to consolidate and improve their prevention and response pathways, and it is important to recognise the fundamental role student representatives played in this process. Over many years, students from the UNSW Women's Collective and UNSW SRC and PGC have played paramount roles advocating for the report's release and implementing the report's recommendations providing invaluable student perspectives and shaping the implementation process to fit real student needs.

Now that we are five years on from the release of this report and following the release of the 2021 National Student Safety Survey, we are pleased to announce the release of UNSW's Sexual Misconduct and Gendered Violence Strategic Plan 2022-2025. This strategic plan acknowledges the ongoing nature of sexual misconduct and gendered violence and locates responsibility within the university for prevention and response. This strategic plan was formulated with extensive consultation with student communities including the UNSW SRC, PGC, Arc Board, Student Lived Experience Advisory Group and on-campus accommodation.

Sexual misconduct and gendered violence is a societal problem effecting UNSW students, staff and other members of our community. We are heartened to see that this strategic plan lays out a roadmap for addressing this problem at UNSW and displays the value of student co-design in doing so.

**Nayonika Bhattacharya, SRC President; Joshua Karras, PGC President & Laura Montague, Arc Board Chair**



**Laura Montague,**  
Arc Board Chair



**Joshua Karras,**  
PGC President



**Nayonika Bhattacharya,**  
SRC President

## Acknowledgement of Country

UNSW campuses are located on the lands of the Bedegal (Kensington campus), Gadigal (City and Paddington Campuses) and Ngunnawal peoples (UNSW Canberra). This Strategy was written on the lands of the Gadigal, Wodi Wodi and Wallumedegal Peoples. We also acknowledge that our students and staff live and work on the unceded lands of First Nations peoples throughout NSW and Australia. We pay our respects and thank all traditional custodians for your ongoing care and custodianship of the lands and the sea.

We acknowledge the extremely high rates of violence impacting Aboriginal and Torres Strait Islander women, families and communities and the continuing impacts of colonisation and systemic racism within institutions and the broader community. We are grateful for the wisdom and guidance of our Aboriginal and Torres Strait Islander colleagues, as we work together to ensure UNSW is a physically and culturally safe and welcoming place for all.

## Acknowledgement of lived experience in the UNSW community and beyond

We thank every student and staff member who has contributed to the development of this Strategy and in particular those who partnered in the co-design process. Your contributions will make UNSW a safer and more respectful place.

In this **2022-2025 Stop. Empower. Support Strategy** we draw on the lived experience of current and former students and staff, whose voices fundamentally inform this Strategy. Research evidence relating to experiences of gendered violence, abuse and related violations and best practice responses is also incorporated.

We know that for every act of gendered violence in any data presented, there is a real person affected. We also know that the ripple effects of gendered violence may extend to families, friends, workplaces and communities, including UNSW students and staff who may witness or respond to gendered violence. This **2022-2025 Stop. Empower. Support Strategy** strives to honour the survival, hope and resistance of those affected by gendered violence and recognises that each individual's experience is different.

# 1. BACKGROUND

UNSW is known for excellence in education and research, and championing initiatives that have social impact<sup>1</sup> reflecting our commitment to human rights and social justice. At UNSW, we want a world that is safe and respectful for all without gendered violence. Achieving a safe and respectful campus and workplace for all students and staff requires a UNSW strategy to frame and drive ongoing action to prevent and respond to gendered violence including sexual misconduct.

The 'Talk About It' student survey drew attention to clear dissatisfaction with Australian university responses to sexual misconduct (NUS 2015). Subsequently, a great deal of work has been undertaken across Australian Universities to respond to student and staff activism about sexual violence on campuses. Key initiatives include:

- 2015 Australian release of the US documentary [The Hunting Ground](#) which was shown in most Australian universities.
- 2016 UNSW release of [On Safe Ground](#) Strengthening Australian University Responses to *sexual assault and harassment – A Good Practice Guide for Australian Universities and Local Perspectives A Case Study on Responses to sexual violence in a university setting.*
- 2016 Universities Australia launch [Respect. Now. Always.](#) initiative.
- 2017 Australian Human Rights Commission report [Change the Course](#), which provided an empirical basis across universities for more targeted, ongoing activities, directed at addressing and preventing sexual assault and harassment at UNSW.
- 2017 UNSW commenced awareness and response training on Responding to Sexual Misconduct for First Responders and student and college leaders and developed an eLearning Module for all UNSW college residents.
- 2019 Tertiary Education Quality and Standards Agency (TEQSA) report to the Minister for Education on the sector response to the issues of sexual assault and sexual harassment.
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- 2019 UNSW released the [Sexual Misconduct Prevention and Response Policy](#) 2019-2021 which has provided guidance and information on addressing sexual misconduct, from the implementation of strategies for its prevention, to recognising, reporting and responding to incidents.
- 2020 Australian Human Rights Commission [Respect@Work: Sexual Harassment National Inquiry Report.](#)
- 2021 Universities Australia and Our Watch released [Educating for Equality](#) A model to address gender-based violence at, and through, Australian universities.<sup>2</sup>

This **Stop. Empower. Support. UNSW Gendered Violence Strategy and Action Plan 2022-2025** builds on UNSW's ongoing commitment to prevent and aspire to a world without gendered violence. Our Strategy respects and responds to what we have learnt from those with lived experience, is grounded in current evidence about gendered violence prevention and response and aligns to UNSW Values in Action - excellence, collaboration, innovation, diversity and respect. Being part of the UNSW community means that students, staff, contractors and other visitors are expected to play their part and take responsibility for their actions and behaviour.

The UNSW community is a rich, diverse tapestry of students and staff from different backgrounds, ages, abilities, cultures, genders and sexualities. UNSW recognises the critical importance of Indigenous knowledges and decolonisation strategies, in alignment with the UNSW Indigenous Strategy, to all work across our university. We recognise that our students can be postgraduate, undergraduate, international or domestic and may live on or off campus. Our staff may be employed in academic or professional positions and may also be enrolled as students. Our Strategy provides the UNSW vision, strategic priorities, enablers, actions and outcomes to guide prevention and response to gendered violence at UNSW for all staff and students respecting their individual contexts.

# 2. WHY BROADEN OUR SCOPE TO GENDERED VIOLENCE?

We are extending the scope of the Strategy to gendered violence of which sexual misconduct remains an important component. Our review of policies, other strategies and our engagement with staff and students has told us that the UNSW community's vision is to **STOP. EMPOWER.SUPPORT.**

We recognise the problem of gendered violence in universities, and we are committed to playing our part as individuals and as a community to changing this and making UNSW a safer place for all.

Consistent with the term chosen by Universities Australia, our Strategy refers to **gendered violence** (often used interchangeably with gender-based violence or gender-related violence) which includes but is not limited to sexual misconduct. We understand the term gendered violence to mean 'any type of harm that is perpetrated against a person or group of people because of their actual or perceived sex, gender, sexual orientation and/or gender identity.'<sup>1</sup>

Gendered violence is an inclusive term that captures a spectrum of '...violation(s) of human rights,' spanning from hazing, sexualised and racialised bullying, sexual misconduct, including sex-based discrimination, sexual harassment and sexual assault, and in some instances, may constitute a 'life-threatening health and protection issue' (UNHCR 2022), particularly when perpetrated in intimate and family relationships. Gendered violence also includes domestic and family violence which may also be referred to intimate partner violence, domestic violence and dating violence.

Our Watch, as a national leader in the primary prevention of violence against women and their children, has documented the drivers of gendered violence<sup>2</sup> which include abuses of power and harmful gendered norms including gender inequality. Although studies clearly show that all women (cis and trans), girls and the LGBTIQ+ communities are disproportionately affected, our Strategy responds to the impact of gendered violence on all population groups including cis and trans men and boys.

1 UNSW 2025 - Strategic Priority SOCIAL IMPACT Theme 1– Equity Diversity and Inclusion

2 A detailed overview of this background and the initial UNSW response is provided at Appendix 1

1 Explanatory report to the Istanbul Convention <https://rm.coe.int/1680a48903>

2 See Our Watch <https://www.ourwatch.org.au/>

# 3. STOP. EMPOWER. SUPPORT

## An Evidence Based Strategy

Our review of policies, other strategies and our engagement with staff and students has told us that the UNSW community's vision is to STOP. EMPOWER. SUPPORT.

### **STOP: Gendered Violence has no place at UNSW**

We believe, to stop gendered violence we all need to play a part. Creating a safe and respectful UNSW requires each of us to engage in cultural change which will carry into future employment. We will continue to take responsibility for preventing all forms of gendered violence by challenging victim blaming, reinforcing the accountability of people using gendered violence and generating prevention initiatives on all of our campuses.

### **EMPOWER: Committing to a safe and respectful UNSW community**

UNSW students and staff have a right to feel safe, respected, valued and treated as an equal in their place of study and work. We will EMPOWER all university students and staff to take action to prevent and respond to gendered violence by:

- Committing to a safe and respectful UNSW
- Committing to cultural safety
- Being aware of gendered violence
- Reporting incidents of gendered violence to the UNSW Reporting Portal
- Raising any matters with relevant faculties, schools or business units
- Increasing confidence to access supports available both within and external to UNSW
- Taking action as a bystander where it is appropriate and safe to do so

We will ensure that students and staff co-design prevention activities, are trauma aware when responding to disclosures, feel enabled to report their own experiences of gendered violence and to take action as bystanders.

## OUR VISION

**STOP:**  
Gendered Violence has no place at UNSW

**EMPOWER:**  
Committing to a safe and respectable UNSW community

**SUPPORT:**  
Addressing gendered violence requires a whole of organisation response

### **SUPPORT: Addressing gendered violence requires a whole of organisation response**

We recognise that a best practice response to preventing and responding to gender violence requires more than individual action and that our UNSW community needs to be involved in a whole of organisation response. A culture of respect and integrity is best achieved by building the capacity of existing services and allocating resources to address and support diverse needs of students and staff directly affected by gendered violence and from different UNSW communities and contexts.

Support staff and students who are affected by gendered violence in a trauma informed way by providing appropriate support and referral options, tailored training and other communication resources.





# 3.1 OUR STRATEGIC ENABLERS

UNSW has chosen the following strategic enablers as the capabilities and processes which will support the most efficient and effective implementation of the **STOP. EMPOWER. SUPPORT** Strategy.

**OUR ENABLERS:**

**Inclusion, Diversity, Equity**

**An Intersectional Lens**

**Collaboration, Partnerships and Co-design**

**From Trauma Aware to Trauma Informed**

**Agency, Empowerment and Choice**

**Gender Sensitive and Gender Inclusive**

**OUR ENABLERS UNDERPIN EVERY ACTION IN THIS STRATEGY.**

ENABLER	RATIONALE
<b>Inclusion, Diversity, Equity</b>	We are proud of our diverse and inclusive community. We strive for equity in everything we do. This Strategy acknowledges that gendered violence is experienced differently by people from diverse backgrounds. We will ensure that activities focused on preventing and responding to gendered violence are inclusive, mindful of the unique nature of individual experiences and culturally safe. We will ensure all prevention activities are culturally sensitive and tailored to diverse contexts.
<b>An Intersectional Lens</b>	<p>We value and use an intersectional lens. This means we consider</p> <ul style="list-style-type: none"> <li>• The complexity of every person's positionality</li> <li>• How this can affect the way they experience gendered violence</li> <li>• How lived experience differs</li> <li>• How to embed cultural safety in all our work</li> </ul> <p>This lens assists us to consider and respond to the ways in which systemic forms of violence and discrimination can interact with one another and create multiple barriers for individuals to disclose and seek help. Taking this approach contributes to individual agency and empowerment allowing each student and staff member to participate in prevention activities, become active bystanders and feel confident that they can disclose and receive an effective and wholistic response.</p> <p>When we all have the skills to challenge discrimination and marginalisation wherever we see it, we have a stronger UNSW.</p>
<b>Collaboration, Partnerships and Co-Design</b>	<p>We will collaborate to develop and deliver innovative responses to prevent and respond to gendered violence. We will lead and co-design solutions with UNSW students and staff and provide them with the tools to contribute to a university where everyone is respected and empowered.</p> <p>Partnership and co-design approaches create genuine engagement with students and staff to ensure a whole of community response.</p>
<b>From Trauma Aware to Trauma Informed</b>	<p>We recognise the importance of all staff and students being supported to be trauma aware so that the impacts of gendered violence are understood. We know that awareness empowers individuals to report gendered violence.</p> <p>Trauma informed services are fundamental to recovery. We will ensure the design and implementation of the Reporting Portal is trauma informed. It will provide multiple reporting options for students and staff including by email, by conversation with a staff member or a combination of both. We will ensure the Reporting Portal provides information about a range of campus support and external referrals for students and staff. These will include options that are appropriate for specific population groups and culturally safe.</p>
<b>Agency, Empowerment and Choice</b>	<p>We respect the rights of victim/survivors enshrined in international conventions, national and jurisdictional legislation and plans.</p> <p>We appreciate the importance of</p> <ul style="list-style-type: none"> <li>• Victim/survivor choice where incidents are reported, or disclosures are made</li> <li>• Procedural fairness when allegations of gendered violence including sexual misconduct are reported.</li> </ul>
<b>Gender Sensitive and Gender Inclusive</b>	<p>We recognise that gendered violence can be experienced by a person of any gender and that gender diverse and LGBTIQ+ staff and students may be specifically targeted because of their perceived and/or actual gender and sexual orientation.</p> <p>We acknowledge that gendered violence can be perpetrated by a person of any gender and between people of the same gender.</p> <p>Responses to gendered violence are most effective when they are person centred and sensitive to a range of gendered experiences and needs.</p>

# 3.2 OUR STRATEGIC PRIORITIES

Our strategic priorities are evidence based and consistent with the directions set by the *Educating for Equality* Report released by Universities Australia and recommendations from both National Student Safety Surveys released in 2017 and 2021. Each priority intersects with other priorities and can contribute in different ways to STOP gendered violence, EMPOWER our students and staff and SUPPORT people affected or witnessing gendered violence on our campuses. Each Strategic Priority is implemented through Action Areas.

## OUR STRATEGIC PRIORITIES:

1. Leadership, Governance, Commitment and Resourcing

2. Communication

3. Transparency and Accountability

4. Education and Awareness Raising

5. Cultural Change



# Strategic Priority 1: Leadership, Governance, Commitment and Resourcing

## Rationale

Students and staff have told us that a whole of organisation approach requires long term leadership vision and commitment, including appropriate resourcing for high-risk areas. This view is also supported in the evidence.

We know a culture of respect starts with our university leadership.

Best practice means that senior leaders:

- Lead by example
- Clearly state that gendered violence has no place at UNSW
- Provide appropriate resourcing for all activities
- Enforce the student and staff codes of conduct
- Ensure robust structures and policies are in place
- Embed a trauma aware and respectful culture at all levels of UNSW

## Action Areas

### Leadership and Governance

- We will establish a Gendered Violence Steering Committee to oversee the implementation of the **STOP. EMPOWER. SUPPORT** Strategy which includes senior staff and student leadership spanning a diversity of student experiences including First Nations, students of colour, students with disability and LGBTIQ+ students.\*
- We will identify and work with student and staff representatives and groups to ensure a collaborative approach to implementing this Strategy and co-design of specific projects.\*
- We will ensure alignment of the Strategy with the UNSW Indigenous Strategy and ensure that all collaboration includes representatives from the SRC Indigenous Collective and Nura Gili.\*
- We will rename and extend the scope of the Sexual Misconduct Risk Review Group to the Gendered Violence Risk Review Group. The role of the Gendered Violence Risk Review Group remains to review reports from the Reporting Portal.
- We will formally recognise the Gendered Violence Risk Review Group in the UNSW Risk Committee Framework.
- We will establish a liaison committee with representatives of key local services, including sexual assault services and police.

### Leadership & Commitment

- We will review our policies and procedures to ensure they address gendered violence, are fit for purpose, evidence based and include meaningful consultation with students and staff.
- We will ensure the Gendered Violence Steering Committee in conjunction with student representatives:
  - Expands and supports the existing Reporting Portal to enable reporting of gendered violence.
  - Reviews the Reporting Portal form to allow both a short and long form option.\*
  - Considers how the outcome of an investigation can and should be conveyed to a victim. #
- We will ensure the reporting portal is structured as a discrete part of the Complaints Management System.
- We will ensure that the design of the Gendered Violence Reporting Portal is based on best evidence including being trauma informed.
- We will ensure an option for staff and students that allows them to speak to a member of the Reporting Portal staff to access information and advice prior to making a report in the portal. #\*
- We will refresh and improve our relationships and referral pathways with external support services to ensure students most at risk of gendered violence eg: international students, college residents, students with disability, First Nations students and LGBTIQ+ students receive appropriate services
- We will replace the existing Sexual Misconduct Policy with an updated evidence based Gendered Violence Policy relevant to UNSW campuses or other facilities:
  - In virtual spaces (including online forums, communities and platforms) arranged or facilitated by UNSW whilst using UNSW information and communication technology (ICT) resources.
  - At premises in which research, study or work integrated learning is undertaken as part of a UNSW approved activity including but not limited to placements, internships, fieldwork or other type of practicum.
  - Whilst staff, students or affiliates are representing UNSW (eg: at sporting events, cultural activities, competitions, conferences),
  - UNSW student clubs and societies<sup>2</sup>
  - Staff and students on exchange or sabbatical.
  - Between a UNSW staff member or affiliate and a UNSW student in University owned, operated or Affiliated Accommodation.

- The Gendered Violence Policy will be aligned to relevant internal and external policies and guidelines including:
  - UNSW Conflict of Interest Policy.
  - UNSW Staff and Student Codes of Conduct.
  - TEQSA Good Practice Note: Preventing and responding to sexual assault and sexual harassment in the Australian higher education sector.
  - The Universities Australia Educating for Equality Framework
  - The AHRC Respect@Work Report.
- We will review and incorporate the existing Domestic Violence Policy and Procedure into the new Gendered Violence Policy and Procedure.
- We will review and update existing policies on the management of appropriate boundaries in postgraduate supervisory relationships and relationships between staff and ensure alignment between these.
- We will provide specialist support and debriefing for nominated First Responders as part of Reporting Portal activities.
- We will complete an audit of physical campus spaces during the day and the night to consider if there are any particular locations that would benefit from safety improvements.\*
- We will ensure that any student who is in a representative role on a gendered violence decision making body has been provided with appropriate context, training and support including briefing for meetings and de-briefing post meeting to mitigate vicarious traumatisation. This recognises the unequal power relations between staff and students and will facilitate meaningful student engagement.\*

## OUR ENABLERS:

### Inclusion, Diversity, Equity

#### An Intersectional Lens

### Collaboration, Partnerships and Co-design

#### From Trauma Aware to Trauma Informed

### Agency, Empowerment and Choice

### Gender Sensitive and Gender Inclusive

### Leadership & Resourcing

- We will appropriately resource the implementation of the STOP. EMPOWER. SUPPORT Strategy as a priority.
- We will resource the development of a monitoring and evaluation framework for this Strategy.
- We will resource and provide best practice responses to high risk areas including:
  - In virtual spaces (including online forums, communities and platforms) arranged or facilitated by UNSW.
  - Whilst using UNSW information and communication technology (ICT) resources.
  - At premises in which research, study or work integrated learning is undertaken as part of a UNSW activity including but not limited to placements, internships, fieldwork or other types of practicum.
  - Whilst staff, students or affiliates are representing UNSW (eg: at sporting events, cultural activities, competitions, conferences).
  - UNSW student clubs and societies.
  - Staff and students on exchange or sabbatical.
  - Between a UNSW staff member or affiliate and a UNSW student.
  - In University owned, operated or affiliated accommodation.
- We will resource wellbeing staff in UNSW owned colleges as integrated members of the college team. These staff will support existing college staff to engage in prevention activities and respond to residents affected by gendered violence.

1 \* 2021 student survey and focus group consultation feedback and recommendations

2 # 2021 staff survey and focus group consultation feedback and recommendations

2 This work will be delivered in collaboration with Arc

# Strategic Priority 2: Communication

## Rationale

It is important to know what gendered violence is, what UNSW's expectations are and where students and staff can access information about where to report and support available. We know that effective communication, led by senior leadership and appropriate governance bodies in partnership with student leaders and staff is at the centre of this STOP. EMPOWER. SUPPORT. Strategy.

## Action Areas

- We will develop an evidence based, co-designed<sup>2</sup> Communications and Engagement Strategy targeted to all staff and students including people affected and people who use violence.
- All communications should be evidence based and clearly state that gendered violence has no place at UNSW.
- All staff are aware of all relevant UNSW policies and clauses in the enterprise bargaining agreement (EBA) related to the investigation and other responses to gendered violence.
- All gendered violence communications emphasise expected respectful behaviours.<sup># \*</sup>
- We will increase the visibility of gendered violence as an issue on campus<sup>#\*</sup> with a range of actions that provide information on:
  - Impacts for those affected
  - Consequences for those using gendered violence<sup>\*</sup>
  - How to report<sup># \*</sup>
  - What reporting means<sup>\*</sup>
  - Where a report might go<sup>\*</sup>
  - How reports are managed
  - What can and can't be investigated<sup># \*\*</sup>
  - How investigations are managed<sup>\*</sup>
  - Support available<sup># \*</sup>
  - Bystander strategies<sup>\*</sup>
  - UNSW First Responders
- We will develop targeted prevention and awareness campaigns that focus on high risk populations including:
  - Aboriginal and/or Torres Strait Islander students and staff
  - Women (cis and trans)
  - LGBTIQ+ students and staff
  - Under 18 years
  - International students
  - Students in UNSW owned or affiliated accommodation
  - Casual staff
  - Higher degree research students
  - Students and staff with disability
  - Students and staff from culturally and linguistically diverse backgrounds
  - Students who are also staff
- We will develop targeted prevention and awareness campaigns that focus on high risk activities including:
  - Clubs and societies<sup>3</sup>
  - UNSW functions for staff and students
  - all UNSW owned, operated or Affiliated Accommodation providers
  - in virtual spaces (including online forums, communities and platforms)
  - Work Integrated Learning and Study Abroad
- We will create one central webpage on the UNSW website hosting all information related to gendered violence prevention and response. This webpage will be consistently reviewed to ensure relevance of information.
- We will ensure students and staff are informed about online harassment and are aware of opportunities to report within UNSW and to the e-Safety Commissioner.
- We will create a plain English version of the summary action plan of the Strategy.
- We will develop a Community of Practice to inform gendered violence prevention and engagement activities across UNSW.
- We will review, rename and expand the existing Sexual Misconduct website to ensure trauma informed gendered violence information, resources and support are current and available to staff and students.

## OUR ENABLERS:

Inclusion, Diversity, Equity

An Intersectional Lens

Collaboration, Partnerships  
and Co-design

From Trauma Aware to  
Trauma Informed

Agency, Empowerment  
and Choice

Gender Sensitive and  
Gender Inclusive

# STOP. EMPOWER. SUPPORT.

1 \* 2021 student survey and focus group consultation feedback and recommendations

# 2021 staff survey and focus group consultation feedback and recommendations

2 All communications that involve students will be co-designed with Arc and SRC.

3 In collaboration with Arc and student leaders

# Strategic Priority 3: Transparency and Accountability

## Rationale

The recent National Student Safety Survey (NSSS) and our 2021 survey of students and staff identified that UNSW students and staff want greater transparency and accountability of reporting processes and outcomes.

Students and staff have told us that transparency and accountability are critical to improving trust in reporting and response processes. We also know that a respectful UNSW culture requires regular reflection and review in order to ensure ongoing transparency and accountability.

## Action Areas

We will be transparent about our gendered violence prevention and response activities by publicly reporting on actions taken and outcomes achieved as follows:

- We will publish a UNSW Gendered Violence Annual Report. This will include de-identified information about the number of reports of incidents.<sup>#</sup>
- We will evaluate specific initiatives and publish these reports on our website.
- We will publish the membership and terms of reference of the Gendered Violence Steering Committee on our website<sup>\*</sup>

- We will provide information and resources about gendered violence prevention, reporting and response in relevant community languages<sup>\*</sup>
- We will clearly position the person affected as the primary decision maker in matters about them and about whether a matter is referred for a possible investigation or not.<sup>#\*</sup>
- We will work with faculties, divisions and student leaders to establish trauma informed, clear and consistent pathways for teaching staff if a students or staff member discloses an incident of gendered violence. This will clarify the process of reporting gendered violence and include publicly available flow charts so that students and staff can clearly see:
  - How to report<sup>#\*</sup>
  - What reporting means<sup>\*</sup>
  - Where a report might go<sup>\*</sup>
  - How reports are managed
  - What can and can't be investigated<sup>#\*</sup>
  - How investigations are managed<sup>\*</sup>
  - Support and assistance available<sup>#\*</sup>
  - Bystander strategies<sup>\*</sup>
  - UNSW policies
  - When and how to report and possible outcomes students and staff can expect from making a report of gendered violence<sup>\*\*</sup>

- We will publish on our website the roles of those UNSW staff formally responsible for responses to gendered violence.<sup>\*</sup>
- We will case manage complex matters to ensure a coordinated and trauma informed response to gendered violence.
- We will ensure that the review of the Reporting Portal involves students and guarantees that the portal is trauma informed and fully accessible.
- We will ensure that the Steering Committee devises a strategy to work with Independent Colleges to ensure they are aware and are supported to comply with the Gendered Violence Policy, and complaints and reporting processes available to all UNSW students and staff.

## OUR ENABLERS:

Inclusion, Diversity, Equity

An Intersectional Lens

Collaboration, Partnerships and Co-design

From Trauma Aware to Trauma Informed

Agency, Empowerment and Choice

Gender Sensitive and Gender Inclusive

# STOP. EMPOWER. SUPPORT.

<sup>1</sup> \* 2021 student survey and focus group consultation feedback and recommendations  
<sup>2</sup> # 2021 staff survey and focus group consultation feedback and recommendations

# Strategic Priority 4: Education and Awareness Raising

## Rationale

Education and awareness raising is an important part of communicating to students and staff what gendered violence is, what reporting options are available and where to go for information, advice and support within and external to UNSW.

Education and awareness raising are vital tools to:

- Address attitudes and behaviours underpinning and perpetuating gendered violence across all population groups to STOP gendered violence on UNSW campuses.
- EMPOWER the UNSW community to take action as **active bystanders**.
- SUPPORT appropriate responses to those who disclose or are affected by gendered violence.

## Action Areas

We will design and implement a staff and student education and awareness strategy that encourages ongoing learning about gendered violence.

## Students

We will develop and deliver a suite of evidence based gendered violence education strategies which will include:

- Mandatory gendered violence e-learning training that includes information about consent for all current UNSW students in the first year of the implementation of this strategy.
- A roll out of the above gendered violence education module for all new students in subsequent years of this strategy.\*
- Annual face to face first response training for student leaders to enable them respond to student disclosures of gendered violence.\*
- Targeted training about respectful behaviours and responsibilities found in the Student Code of Conduct.
- Development of accessible resources for students about gendered violence including:
  - Confidential reporting options
  - Internal and external support service options including for specific population groups\*
- We will support co-designed awareness initiatives such as **'SEXtember'**.\*

## Staff

We will develop and deliver a suite of evidence based gendered violence education strategies for staff as follows:

- Mandatory gendered violence e-learning training for all staff in the first year of the strategy.
- A roll out of the above gendered violence education module for all new staff in subsequent years of this strategy.#
- Annual face to face training for First Responder staff and key stakeholders to enable them respond to disclosures of gendered violence from students or staff.#
- Supplementary face to face training for specific staff including Heads of School, Security and student facing support staff.

## Students and Staff

Include information for all students and staff in gendered violence training about:

- Definitions and scope
- Effects and consequences
- The reporting process #\*
- The investigation process #\*
- Internal and external support options\*
- Bystander interventions for staff and students #\*
- UNSW policies
- When and how to report and possible outcomes students and staff can expect from making a report of gendered violence\*#

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# STOP. EMPOWER. SUPPORT.

1 \* 2021 student survey and focus group consultation feedback and recommendations  
2 # 2021 staff survey and focus group consultation feedback and recommendations

# Strategic Priority 5: Cultural Change

## Rationale

A culture of respect is required to ensure everyone is safe and feels safe in physical and virtual environments. When we have a culture of respect, respectful behaviours become the norm and that gendered violence has no place at UNSW.

How students and staff behave is a reflection of the culture of a university. UNSW has a role in shaping the respectful behaviours of our future generations and setting the standards that we expect at UNSW and broader community.

Organisations that challenge victim blaming and reinforce the accountability of people using gendered violence will shape future generations.

Successful cultural change is achieved when a range of strategies are implemented to address different population groups and respond to the risks posed by diverse work and study locations.

## Action Areas

- We will all act with integrity and model respectful behaviours in all engagement with students and staff.<sup>1</sup>
- We will foster and promote a safe and respectful culture within UNSW faculties, schools and other business units by:
  - Creating champions in senior leadership including Faculty, School and other business unit leaders
  - Extending the current role of faculty level champions of Gender Equity to include Gendered Violence
  - Ensuring campaigns and activities involve both students and staff
  - Offering opportunities for staff and students to increase their knowledge and skills to enable trauma informed responses to those who disclose gendered violence
  - Report actions and initiatives taken in the annual review process

- We will ensure that our commitment to gendered violence prevention is an integral part of UNSW communications and policy.
- We will engage with experts within UNSW and external specialist agencies to inform policy, guidelines, prevention, opportunities for empowerment and support options.
- We will provide training and resources to ensure staff and students in UNSW owned or affiliated accommodation settings are supported to respond to student disclosures including consideration of where alleged perpetrators should be accommodated during any investigation.\*
- We will seek feedback from staff and student to monitor their experience of reporting processes including timely resolution of complaints and/or updates of progress of a matter. #\*
- We will consider circumstances in which a restorative practice model might be appropriate for managing some reports of gendered violence with the explicit and informed consent of the person/s affected. #\*
- We will invest in gendered violence research relating to best practice responses in university contexts.

## OUR ENABLERS:

Inclusion, Diversity, Equity

An Intersectional Lens

Collaboration, Partnerships and Co-design

From Trauma Aware to Trauma Informed

Agency, Empowerment and Choice

Gender Sensitive and Gender Inclusive

# STOP. EMPOWER. SUPPORT.

<sup>1</sup> This supports the UNSW Values in Action: Our UNSW Behaviours for staff and the Student Code.

## 4. Striving for continuous improvement

It is critical that we continue to strive for improvement in our response to gendered violence at UNSW.

We will establish a monitoring and evaluation framework at the commencement of this Strategy to allow UNSW to critically examine to what extent each of the three domains of the Strategy STOP. EMPOWER. SUPPORT are effective and how best to improve our work in this area. A monitoring and evaluation process in the area of gendered violence needs to be safe, respectful and inclusive and to embed the enablers of this Strategy.

The Steering Committee will oversee annual monitoring reports and ensure that resources including referral pathways and key definitions are updated. This Strategy will be formally reviewed at the end of 2025 together with the newly developed Gendered Violence Policy. Specific initiatives within the Strategy may be separately evaluated and these activities should be reported as part of the overarching monitoring and evaluation plan.

An important component of this Strategy is that it is evidence based. To remain thought leaders in gendered violence, UNSW needs to invest in research as well as monitoring and evaluation.

## 5. Bringing it all together





# 6. The Summary Action Plan

This Summary Action Plan outlines an evidence based, values-based process for creating culturally safe institutional change at UNSW. This action plan is a living document and will be reviewed annually and informed by student and staff voices and any changes in regulatory requirements. A newly established Gendered Violence Steering Committee will oversee implementation and ensure responsibilities and timeframes are tied to each action.

Strategic Priority	Action Areas
1. Leadership, Commitment, Governance and Resourcing	<p><b>Leadership &amp; governance</b></p> <ul style="list-style-type: none"> <li>Establish a Gendered Violence Steering Committee with student and staff representation.</li> <li>Identify and work with existing student and staff representatives to implement this Strategy.</li> <li>Align the Strategy with the UNSW Indigenous Strategy and all collaboration to include SRC Indigenous Collective and Nura Gili.</li> <li>Rename and extend the scope of the Sexual Misconduct Risk Review Group to the Gendered Violence Risk Review Group..</li> <li>Formally recognise this Gendered Violence Risk Review Group in the UNSW Risk Committee Framework..</li> <li>Establish a liaison committee with representatives of key local services</li> </ul>

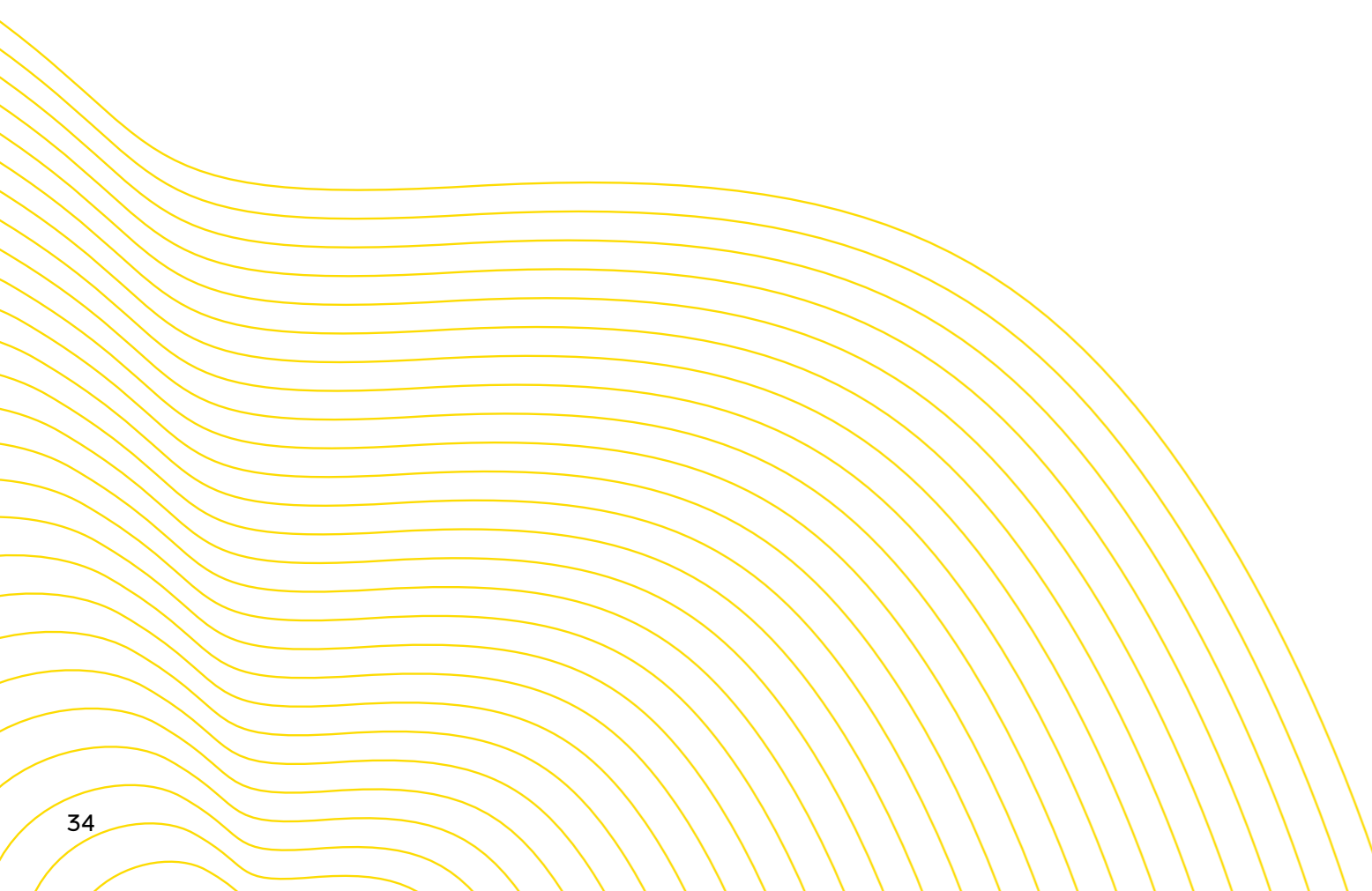
Strategic Priority	Action Areas
1. Leadership, Commitment, Governance and Resourcing	<p><b>Leadership &amp; Commitment</b></p> <ul style="list-style-type: none"> <li>Review our policies and procedures to ensure they are fit for purpose, evidence based and include meaningful consultation with students and staff.</li> <li>The Steering committee will:                     <ul style="list-style-type: none"> <li>Expand and support the existing Reporting Portal to enable reporting of gendered violence</li> <li>Review the Reporting Portal form</li> <li>Consider how investigation outcomes are conveyed to victims</li> </ul> </li> <li>Ensure the reporting portal is a discrete part of the CMS.</li> <li>Ensure the design of the Reporting Portal is trauma informed and based on best evidence.</li> <li>Ensure an option for staff and students to speak to a member of the Reporting Portal staff prior to making a report.</li> <li>Refresh and improve relationships and referral pathways with external support services.</li> <li>Develop UNSW Gendered Violence Policy relevant to:                     <ul style="list-style-type: none"> <li>Virtual spaces</li> <li>At premises in which research, study or work integrated learning is undertaken</li> <li>Whilst staff or students are representing UNSW</li> <li>Clubs and societies<sup>1</sup></li> <li>Exchange or sabbatical</li> <li>All UNSW owned, operated or Affiliated accommodation providers</li> </ul> </li> <li>Align Gendered Violence Policy to relevant internal and external policies and guidelines.</li> <li>Review and incorporate the existing Domestic Violence Policy and Procedure into the new Gendered Violence Policy and Procedure.</li> <li>Review existing policies on the management of appropriate boundaries in postgraduate supervisory relationships and relationships between staff and ensure alignment between these.</li> <li>Provide specialist support and debriefing for nominated First Responders.</li> <li>Complete an audit of physical campus spaces to make safety improvements.</li> <li>Appropriate context, training and support will be provided to students in representative roles.</li> </ul>

<sup>1</sup> \* 2021 student survey and focus group consultation feedback and recommendations  
# 2021 staff survey and focus group consultation feedback and recommendations

<sup>1</sup> Develop in collaboration with Arc and Student leaders

Strategic Priority	Action Areas
<p><b>1. Leadership, Commitment, Governance and Resourcing</b></p>	<p><b>Leadership &amp; Resourcing</b></p> <ul style="list-style-type: none"> <li>• Appropriately resource implementation of this Strategy.</li> <li>• Resource responses to high risk areas including:                             <ul style="list-style-type: none"> <li>- Virtual spaces</li> <li>- Whilst using UNSW ICT</li> <li>- At premises in which research, study or work integrated learning is undertaken</li> <li>- Whilst staff, students or affiliates are representing UNSW.</li> <li>- Clubs and societies</li> <li>- Exchange and sabbatical</li> <li>- Between a UNSW staff member or affiliate and a UNSW student</li> <li>- In University owned, operated or affiliated accommodation</li> </ul> </li> <li>• Resource wellbeing staff in UNSW owned or affiliated accommodation settings.</li> </ul>

Strategic Priority	Action Areas
<p><b>2. Communication</b></p>	<ul style="list-style-type: none"> <li>• Develop an evidence based, co-designed Communications and Engagement Strategy.</li> <li>• Communications should be evidence based and clearly state that gendered violence has no place at UNSW.</li> <li>• Staff should be made aware of all relevant UNSW policies and clauses in EBAs.</li> <li>• Communications emphasise expected respectful behaviours.</li> <li>• Increase visibility of gendered violence as an issue on campus with information on:                             <ul style="list-style-type: none"> <li>- Impacts for those affected</li> <li>- Consequences for those using gendered violence</li> <li>- How to report</li> <li>- What reporting means</li> <li>- Where a reporting might go</li> <li>- How reports are managed</li> <li>- What can and can't be investigated</li> <li>- How investigations are managed</li> <li>- Support available</li> <li>- Bystander strategies</li> <li>- UNSW First Responders</li> </ul> </li> <li>• Targeted prevention and awareness campaigns that focus on high risk populations:                             <ul style="list-style-type: none"> <li>- Aboriginal and Torres Strait Islander students and staff</li> <li>- Women (cis and trans)</li> <li>- LGBTQI+ students and staff</li> <li>- Under 18 years</li> <li>- International students</li> <li>- Students in UNSW owned or affiliated accommodation</li> <li>- Higher degree research students</li> <li>- Students and staff with disability</li> <li>- Students and staff from culturally and linguistically diverse backgrounds</li> <li>- Students who are also staff</li> </ul> </li> <li>• Targeted prevention and awareness campaigns that focus on high risk activities including:                             <ul style="list-style-type: none"> <li>- Clubs and societies</li> <li>- UNSW functions for staff and students</li> <li>- All UNSW owned, operated or Affiliated</li> <li>- In virtual spaces</li> <li>- Work Integrated Learning and Study Abroad</li> </ul> </li> <li>• One central webpage with all information related to gendered violence will be created.</li> <li>• Students and staff are informed about online harassment and opportunities to report within UNSW and to the e-Safety Commissioner.</li> <li>• A plain English version of the summary action plan will be created.</li> <li>• Develop a Community of Practice to inform gendered violence prevention and engagement activities across UNSW.</li> <li>• The Sexual Misconduct website will be reviewed, renamed and expanded.</li> </ul>



Strategic Priority	Action Areas
<p><b>3. Transparency &amp; Accountability</b></p>	<ul style="list-style-type: none"> <li>• A UNSW Gendered Violence Annual Report will be published including de-identified information about the number of reports.</li> <li>• Specific initiatives will be evaluated and published on the website.</li> <li>• Publish the membership and terms of reference of the Gendered Violence Steering Committee on our website.</li> <li>• Provide information and resources about gendered violence in relevant community languages.</li> <li>• Position the person affected as the primary decision maker.</li> <li>• Work with faculties, divisions and student leaders to establish clear and consistent pathways for tutors and lecturers if a students or staff member discloses an incident of gendered violence.</li> <li>• Publish on our website the roles of those UNSW staff responsible for responses to gendered violence.</li> <li>• Complex case manage critical incidents which require a coordinated approach.</li> <li>• Reviews of the Reporting Portal will include students and ensure the Portal is trauma informed and fully accessible.</li> <li>• The Steering Committee will devise a strategy to work with Independent Colleges.</li> </ul>

Strategic Priority	Action Areas
<p><b>4. Educating &amp; Raising Awareness</b></p>	<ul style="list-style-type: none"> <li>• Design and implement a staff and student education and awareness strategy.</li> </ul> <p><b>Students</b></p> <ul style="list-style-type: none"> <li>• Develop and deliver evidence based gendered violence education strategies including:             <ul style="list-style-type: none"> <li>- Mandatory gendered violence e-learning training to all current UNSW students</li> <li>- Rollout of the above module for all new students in subsequent years</li> <li>- Annual face to face training for student leaders</li> <li>- Targeted training about respectful behaviours and responsibilities in the Student Code of Conduct</li> <li>- Development of resources about confidential reporting options and support options for specific population groups</li> <li>- Support for co-designed awareness initiatives.</li> </ul> </li> </ul> <p><b>Staff</b></p> <ul style="list-style-type: none"> <li>• Develop and deliver a suite of evidence based gendered violence education strategies for staff as follows:             <ul style="list-style-type: none"> <li>- Mandatory gendered violence e-learning training for all staff</li> <li>- Rollout of the above training for all new staff in subsequent years.</li> <li>- Face to face training for First Responder staff and key stakeholders.</li> <li>- Face to face training for specific staff including UNSW college staff</li> </ul> </li> </ul> <p><b>Students &amp; Staff</b></p> <ul style="list-style-type: none"> <li>• Include information for all student and staff gendered violence training about:             <ul style="list-style-type: none"> <li>- Definitions and scope</li> <li>- Effects and consequences</li> <li>- The reporting process</li> <li>- The investigation process</li> <li>- Internal and external support service options</li> <li>- Bystander interventions for staff and students</li> <li>- UNSW policies</li> <li>- When and how to report and possible outcomes students and staff can expect from making a report</li> </ul> </li> </ul>

Strategic Priority	Action Areas
<p><b>5. Cultural Change</b></p>	<ul style="list-style-type: none"> <li>• We will all act with integrity and model respectful behaviours in all engagement with students and staff.</li> <li>• Promote a safe and respectful culture across faculties, schools and other business units by:             <ul style="list-style-type: none"> <li>- Creating champions in senior leadership</li> <li>- Extending the role of faculty level champions of Gender Equity to include Gendered Violence</li> <li>- Ensuring campaigns and activities involve both students and staff and are embedded throughout UNSW.</li> <li>- Offering opportunities for staff and students to increase their knowledge and skills to enable trauma informed responses to those who disclose</li> <li>- Report actions taken in the annual review process</li> </ul> </li> <li>• Commitment to gendered violence prevention is an integral part of UNSW communications and policy.</li> <li>• Engage with experts within UNSW and external specialist agencies to inform policy, guidelines, prevention, opportunities for empowerment and support options.</li> <li>• Training and resources for staff and students in UNSW owned or affiliated accommodation settings to appropriately respond to disclosures.</li> <li>• Seek feedback from staff and student to monitor their experience of reporting processes.</li> <li>• Consider circumstances in which a restorative practice model might be appropriate for managing some reports of gendered violence with the explicit and informed consent of the person/s affected.</li> <li>• Invest in gendered violence research relating to best practice responses in university contexts.</li> </ul>



# Appendix 1. Definitions

<b>Affiliate</b>	Conjoint and visiting appointees; consultants and contractors; agency staff; emeriti; members of University committees; and any other person, not being an employee, appointed or engaged by the University to perform duties or functions for the University.
<b>Bystander</b>	A person present for misconduct or an uncomfortable situation but is not actively participating <sup>1</sup> . An active bystander has the power to step up and speak up to prevent inappropriate behaviour from occurring.
<b>Child sexual abuse</b>	The involvement of a child in sexual activity that they do not fully comprehend, is unable to give informed consent to, or for which the child is not developmentally prepared, or else that violates the laws or social taboos of society. Children can be sexually abused by both adults and other children who are – by virtue of their age or stage of development – in a position of responsibility, trust or power over the victim.
<b>Consent</b>	The NSW Crimes Act 1900 defines consent as “the act of freely and knowingly agreeing to engage in sexual activity.” <sup>2</sup> Currently NSW law requires the obtaining of ‘affirmative consent’. Affirmative consent involves “the proactive asking for and giving of consent. It is when the cues a person is giving (verbal and non-verbal) show that they are comfortable, in agreement, and want to engage in sexual activities every step of the way.” <sup>3</sup>
<b>Dating violence</b>	Violent or intimidating behaviours perpetrated by a current or previous boyfriend, girlfriend or date. <sup>4</sup>
<b>Disability</b>	A person is considered to be living with disability if they have one or more limitation, restriction, or impairment, which has lasted (or will last) for at least six months and which places restrictions on their everyday life. For example: physical, intellectual, and psychological disabilities; disabilities resulting from injury, stroke, traumatic brain injury; and sight hearing and speech disabilities. There are varying degrees of disability, which range from having no or very little impairment or limitation, to a complete loss of functioning.
<b>Domestic &amp; Family Violence</b>	Domestic violence refers to violent behaviour between current or former intimate partners – typically where one partner tries to exert power and control over the other, usually through fear. It can include physical, sexual, emotional, social, verbal, spiritual and economic abuse. Family violence is a broader term that refers to violence between family members, which can include violence between current or former intimate partners, as well as acts of violence between a parent and a child, between siblings, and more. <sup>5</sup>
<b>Gender</b>	Refers to the socially constructed and hierarchical categories assigned to individuals on the basis of their apparent sex at birth.
<b>Gender identity</b>	A person’s internal sense of their own gender, which may or may not align to their sex or gender assigned at birth. One’s gender identity is not necessarily perceived by or visible to others.
<b>Gender binary</b>	The spectrum-based classification of gender into two categories of either man or woman based on biological sex.
<b>Gender fluid</b>	Refers to someone who prefers to be flexible about their gender identity. They may fluctuate between genders or express multiple gender identities at the same time.
<b>Gender-based violence</b>	‘Gender-based violence refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. Gender-based violence is a serious violation of human rights and a life-threatening health and protection issue’. UNHCR Gender-based violence refers to any type of harm that is perpetrated against a person (often women) or group of people because of their factual or perceived sex, gender, sexual orientation and/or gender identity.

1 UNSW & Arc Be a Better Human campaign

2 NSW Crimes Act (1900) [http://www5.austlii.edu.au/au/legis/nsw/consol\\_act/ca190082/s61he.htm](http://www5.austlii.edu.au/au/legis/nsw/consol_act/ca190082/s61he.htm)

3 UNSW & Arc Be a Better Human campaign

4 AIHW <https://www.aihw.gov.au/reports-data/behaviours-risk-factors/domestic-violence/glossary>

5 Mission Australia: <https://www.missionaustralia.com.au/what-we-do/children-youth-families-and-communities/domestic-family-violence>

<b>Gendered harassment</b>	Gendered harassment or gender-based harassment refers to unwelcome conduct based on an individual’s actual or perceived gender. It includes slurs, taunts, stereotypes, or name-calling as well as gender-motivated physical threats, attacks, or other hateful conduct.
<b>Gendered misconduct</b>	Gendered misconduct is a broad term which captures a range of acts and behaviours focused on sex and/or gender that may or may not be sexual in nature. In some instances these behaviours are criminal offences. The behaviours can however cause feelings of distress and powerlessness. People may feel unsafe or excluded and modify their behaviour as a result. Gendered misconduct can occur between strangers or acquaintances, or people who know each other well, including between people involved in an intimate or sexual relationship. These behaviours can occur between people of the same or different sex or gender. These behaviours can occur individually or simultaneously with another form of gendered misconduct.
<b>Gendered violence</b>	Gender based violence and gendered violence are often used interchangeably. The United Nations High Commissioner for Refugees (UNHCR) says that “Gender-Based violence refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms” (UNHCR 2022).
<b>Intersectionality</b>	The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. Taking an intersectional approach means looking beyond a person’s individual identities and focusing on the points of intersection that their multiple identities create.
<b>Intimate partner Violence</b>	Violent or intimidating behaviours perpetrated by a current or cohabiting partner, boyfriend, girlfriend or date. <sup>6</sup> See also domestic and family violence.
<b>LGBTIQ+</b>	An abbreviation used to refer to lesbian, gay, bisexual, trans and intersex people. Often extends to other identities. Used in this report to refer to all people who identify as lesbian, gay, bisexual, transgender, intersex and queer or as having any other minority sexual orientation or gender identity.
<b>Non-binary</b>	An umbrella term used to describe gender identities where the individual does not identify exclusively as a man or a woman. There are many included within this, such as agender, genderqueer and gender fluid. Non-binary individuals may or may not identify as transgender and may or may not physically transition.
<b>Sexual assault</b>	An act of a sexual nature carried out against a person’s will through the use of physical force, intimidation or coercion and includes any attempts to do this. This includes rape, attempted rape, aggravated sexual assault (assault with a weapon), indecent assault, penetration by objects, forced sexual activity that did not end in penetration and attempts to force a person into sexual activity. For many victim-survivors of sexual assault the effects can be wide-ranging and lifelong, including but not limited to physical injury and ongoing difficulties with mental health and relationships. <sup>7</sup> The UNSW Sexual Misconduct Prevention & Response Policy also defines sexual assault as “engaging in certain sexual acts (such as intercourse and oral sex) with a person without their consent, when you know they don’t consent, or you don’t care whether they consent.” <sup>8</sup> Sexual assault is also a crime under NSW and ACT law.

6 AIHW <https://www.aihw.gov.au/reports-data/behaviours-risk-factors/domestic-violence/glossary>

7 NASASV 2021: Standards of Practice Manual

8 UNSW Sexual Misconduct Prevention and Response Policy

<b>Sexual harassment</b>	Sexual harassment is any unwanted or unwelcome sexual behaviour, where a reasonable person would have anticipated the possibility that the person harassed would feel intimidated, humiliated or offended. <sup>9</sup> The UNSW Sexual Misconduct Prevention & Response Policy also defines sexual harassment as “an unwelcome sexual advance, or other unwelcome sexual behaviour, towards another person, in circumstances where it can reasonably be expected that the person will feel intimidated, humiliated or offended by the behaviour.” <sup>10</sup> Sexual harassment is also a crime under NSW and ACT law.
<b>Sexual misconduct</b>	Sexual misconduct includes sexual harassment or sexual assault, sexual touching, sexual acts, conduct involving child abuse material, making or distributing sexually explicit photos or videos without consent, or certain other behaviours of a sexual nature.
<b>Trans, transgender</b>	Umbrella terms used to describe individuals who have a gender identity that is different to the sex recorded at birth. This might lead to gender dysphoria. Non-binary people may or may not consider themselves to be trans.
<b>Sexual violence</b>	Sexual violence covers a wide spectrum of behaviours that are perpetrated against adults and children, including: sexual harassment; stalking; forced or deceptive sexual exploitation (such as having images taken and/or distributed without freely given consent); using false promises, insistent pressure, abusive comments or reputational threats to coerce sex acts; exposure of genitals; indecent assault; and rape.
<b>Violation of human rights (healthcare)</b>	Examples of violations of human rights are when individuals who are/or perceived as being lesbian, gay, transgender and/or intersex are discriminated against and ill-treated by medical providers; are deprived of, or unable to access, information and services related to sexuality and sexual health; coerced and forced to undergo certain procedures; subjected to compulsory medical interventions; not being able to live according to one’s self-identified gender.
<b>Trauma aware to Trauma informed</b>	It is important to note that being trauma-informed is seen as the end point of a continuum. <sup>11</sup> <b>Trauma aware:</b> seek information out about trauma . <b>Trauma sensitive:</b> operationalise concepts of trauma within the organisation’s work practice. <b>Trauma responsive:</b> respond differently, making changes in behaviour. <b>Trauma informed:</b> entire culture has shifted to reflect a trauma approach in all work practices and settings.  This framing assists to clarify some confusion about what exactly is meant and achievable in relation to organisational responses to trauma. Some organisations may claim to be “trauma informed” when it would be more accurately to describe them as “trauma aware”. <sup>12</sup> Key principles of trauma-informed care are: <b>Safety</b> – ensuring physical and emotional safety <b>Choice</b> – individuals have choice and control <b>Empowerment</b> – prioritising enablement and skills building <b>Trustworthiness</b> – task clarity, consistency, interpersonal boundaries <b>Collaboration</b> – sharing decision making and power <sup>13</sup>
<b>Victim-survivor</b>	A term preferred by many who have direct experience of gendered violence. The term victim often defines a person in relation to harm that has been done to them. The term survivor is used to represent the strength and resilience exhibited by a person after a traumatic event. Many people affected by gendered violence prefer the use of both terms as a closer and respectful representation of both of these positions.

The Universities Australia Educating for Equality Report 2021 uses phrases like ‘women and LGBTIQ+ people’ or ‘men and LGBTIQ+ people’. It is recognised and respected that some people identify as both men and LGBTIQ+ or women and LGBTIQ+.

This phrasing draws attention to the distinct ways that heterosexual cisgender men and women and LGBTIQ+ people are treated, included, represented and afforded opportunities and power across society.

9 NASASV 2021: Standards of Practice Manual  
10 UNSW Sexual Misconduct Prevention and Response Policy  
11 adapted from: Wall, Higgins, and Hunter 2016 <https://aifs.gov.au/cfca/publications/trauma-informed-care-child-family-welfare-services>  
12 NASASV 2021: Standards of Practice Manual  
13 NSW Agency for Clinical Innovation 2019: <https://aci.health.nsw.gov.au/networks/mental-health/trauma-informed-care>



## Appendix 2. Help Available

	Service	Description	Contact Details
<b>For students</b>	UNSW Psychology & Wellness	UNSW's on campus psychology service available to all students and staff.	<a href="https://www.student.unsw.edu.au/counselling">https://www.student.unsw.edu.au/counselling</a>
<b>For staff</b>	UNSW Employee Assistance Program	Confidential counselling, coaching and wellbeing service free for all for UNSW leaders, staff and their immediate family members.	<a href="https://www.wellbeing.unsw.edu.au/eap-benestar">https://www.wellbeing.unsw.edu.au/eap-benestar</a>
<b>For students and staff</b>	UNSW First Responders	UNSW First Responders are staff members who are trained to offer you confidential support. They understand that reporting sexual misconduct can be difficult and can provide you with guidance and support.	<a href="https://www.edi.unsw.edu.au/conduct-integrity/sexual-misconduct/find-first-responders">https://www.edi.unsw.edu.au/conduct-integrity/sexual-misconduct/find-first-responders</a>
<b>For students and staff</b>	UNSW Health Service	UNSW's health service can provide health advice and care to UNSW students, staff and visitors.	<a href="https://www.student.unsw.edu.au/hsu">https://www.student.unsw.edu.au/hsu</a>
<b>For everyone</b>	1800RESPECT	1800RESPECT is a 24/7 phone counselling service providing advice and support to those impacted by sexual assault and domestic and family violence.	P: 1800 737 732 <a href="https://www.1800respect.org.au/">https://www.1800respect.org.au/</a>
<b>For everyone</b>	NSW Health Sexual Assault Services	Services that provide victim-survivors of sexual violence with medical and counselling support. The closest Sexual Assault Service to UNSW Sydney is at RPA Hospital in Camperdown.	<a href="https://www.health.nsw.gov.au/parvan/sexualassault/Pages/info-sexual-assault-victims.aspx">https://www.health.nsw.gov.au/parvan/sexualassault/Pages/info-sexual-assault-victims.aspx</a>
<b>For everyone</b>	Australian Human Rights Commission	Complaints about sexual harassment, sex based discrimination, racial harassment, disability related discrimination	<a href="https://humanrights.gov.au/complaints">https://humanrights.gov.au/complaints</a>
<b>For everyone</b>	Australian e-Safety Commission	Australia's e-Safety Commissioner is responsible for keeping us safe online. It has powers relating to cyberbullying, image-based abuse, and illegal and harmful online content.	<a href="https://www.esafety.gov.au/">https://www.esafety.gov.au/</a>
<b>For LGBTIQ+ communities</b>	QLife	National LGBTIQ+ peer phone & online counselling	1800 184 527 (3pm-12am, 7 days) <a href="https://qlife.org.au/">https://qlife.org.au/</a>
<b>For everyone</b>	Lifeline	National Crisis and Support Service	13 11 14 (24 hours/7 days) <a href="http://www.lifeline.org.au">www.lifeline.org.au</a>

## If you require academic or program support:

	Service	Description	Contact Details
<b>For students</b>	Student support advisors	Professional support advisors provide personalised advice and information about university life, student visas, wellbeing, academic performance or if you need help but don't know where to go.	<a href="https://www.student.unsw.edu.au/advisors">https://www.student.unsw.edu.au/advisors</a>
<b>For students</b>	Special Consideration	If you have experienced gendered violence including sexual misconduct and this has impacted your ability to complete course requirements, you can make an application to receive special considerations.	<a href="https://www.student.unsw.edu.au/special-consideration">https://www.student.unsw.edu.au/special-consideration</a>
<b>For students and staff</b>	Reporting	You can report gendered violence including sexual misconduct to UNSW's Sexual Misconduct Reporting Portal.	UNSW's Sexual Misconduct Reporting Portal.
<b>For students and staff</b>	For more information	You can also seek more information about gendered violence including sexual misconduct and UNSW's prevention and response activities at	UNSW's Division of Equity, Diversity & Inclusion website.
<b>For students</b>	My Feelings and Mental Health	Managing low moods, unusual feelings & depression	Mental Health Connect <a href="http://student.unsw.edu.au/counselling">http://student.unsw.edu.au/counselling</a>  In Australia Call Afterhours UNSW Mental Health Support Line 1300 787 026 5pm-9am
<b>For students</b>	Mind hub	Online self-help resources	<a href="http://student.unsw.edu.au/mind-hub">student.unsw.edu.au/mind-hub</a> Outside Australia Afterhours 24-hour Medibank Hotline +61 (2) 8905 0307
<b>For students</b>	Student Support	Uni and Life Pressure Stress, Financial, Visas, Accommodation & More	<a href="http://student.unsw.edu.au/advisors">student.unsw.edu.au/advisors</a>
<b>For students</b>	Indigenous Student Support	Uni and Life Pressure Stress, Financial, Visas, Accommodation & More	<a href="http://nura-gili-centre-indigenous-programs">nura-gili-centre-indigenous-programs</a>
<b>For students</b>	Equitable Learning Service (ELS)	Educational Adjustments To Manage my Studies and Disability / Health Condition	<a href="http://student.unsw.edu.au/els">student.unsw.edu.au/els</a>

## Appendix 3: Acronyms

<b>ADFA</b>	Australian Defence Force Australia
<b>AHRC</b>	Australian Human Rights Commission
<b>ASC</b>	Australian Sports Commission
<b>ASEAN</b>	Association of Southeast Asian Nations
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination Against Women
<b>CRC</b>	Convention on the Rights of a Child
<b>CSW</b>	Commission on the Status of Women
<b>DEVAW</b>	Declaration on the Elimination of Violence Against Women
<b>EDI</b>	Division of Equity, Diversity & Inclusion
<b>GVRN</b>	Gendered Violence Research Network, UNSW Sydney
<b>HESF</b>	Higher Education Standards Framework
<b>ICAC</b>	Independent Commission Against Corruption
<b>ICT</b>	Information and Communication Technologies
<b>NASASV</b>	National Association of Services Against Sexual Violence
<b>PGC</b>	Postgraduate Council
<b>SASH</b>	Sexual Assault and Sexual Harassment
<b>SIA</b>	Sports Integrity Australia
<b>SRC</b>	Student Representative Council
<b>TEQSA</b>	Tertiary Education Quality & Standards Agency
<b>NSSS</b>	National Student Safety Survey

## Appendix 4: References

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*Change the Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities*, available at: <https://humanrights.gov.au/our-work/sex-discrimination/publications/change-course-national-report-sexual-assault-and-sexual>.

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*On Safe Ground: Strengthening Australian university responses to sexual assault and harassment*, available at: [https://www.humanrights.unsw.edu.au/sites/default/files/documents/AHR0002\\_On\\_Safe\\_Ground\\_Good\\_Practice\\_Guide\\_online.pdf](https://www.humanrights.unsw.edu.au/sites/default/files/documents/AHR0002_On_Safe_Ground_Good_Practice_Guide_online.pdf).

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*Convention on the Rights of the Child*, available at: <https://www.ohchr.org/en/professionalinterest/pages/crc.aspx>.

### National Association of Services Against Sexual Assault (NASASV) (2021)

*Standards of Practice Manual for Services Against Sexual Violence*, available at: <https://www.nasasv.org.au/resources>.

### National Union of Students (NUS) (2015)

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### NSW Agency for Clinical Innovation (2019)

*Trauma-informed care and mental health in NSW*, available at: [https://aci.health.nsw.gov.au/\\_data/assets/pdf\\_file/0008/561977/ACI-Mental-Health-Trauma-informed-care-mental-health-NSW.pdf](https://aci.health.nsw.gov.au/_data/assets/pdf_file/0008/561977/ACI-Mental-Health-Trauma-informed-care-mental-health-NSW.pdf).

### Our Watch (2022)

*Quick Facts*, available at: <https://www.ourwatch.org.au/quick-facts/>.

### United Nations High Commissioner for Refugees (UNHCR) (2022)

*Gender-Based Violence*, available at [https://www.unhcr.org/en-au/gender-based-violence.html#:~:text=Gender%2Dbased%20violence%20\(GBV\),physical%20violence%20in%20their%20lifetime](https://www.unhcr.org/en-au/gender-based-violence.html#:~:text=Gender%2Dbased%20violence%20(GBV),physical%20violence%20in%20their%20lifetime).

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