

# Gender-based Violence and Sexual Harm Prevention and Response

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## 1.0 Purpose

This policy affirms the University's commitment to:

- Provide a safe, respectful and inclusive environment where Gender-based Violence and Sexual Harm are unacceptable.
- Fulfil its positive duty to implement measures to prevent Gender-based Violence, Sexual Harassment, Sex Discrimination, Sex-based Harassment and Conduct that Creates a Hostile Workplace Environment on the Grounds of Sex, and Victimisation.
- Take proportionate and safe actions when Gender-based Violence or Sexual Harm is experienced or engaged in by the University's Students, Employees, Leadership or Workers.

The role of the University in response to Gender-based Violence is to:

- Prioritise the safety and wellbeing of all. This includes Disclosers, Respondents and witnesses.
- Determine if there has been a breach of the standards of conduct expected from the University's Students, Employees, Leadership or Workers, as expressed in this policy, the Student Charter, the Student Conduct, Wellbeing and Safety Policy, the Griffith University Code of Conduct, employment contracts, contractor agreements, industrial instruments and other relevant policies or legislation. The University cannot and will not determine whether a criminal act has been committed.
- Identify and manage risks both proactively and responsively to reduce the occurrence and impact of harmful behaviours.

## 2.0 Scope

This policy applies to:

- The University's Students, Employees, Leadership and Workers, including in connection with:
  - Affiliated Organisations and entities that conduct activities on behalf of the University, including organisations that operate on, use or lease the University's land and facilities.
  - Affiliated Student Accommodation Providers.
- Incidents of Gender-based Violence and Sexual Harm, regardless of where or the context in which they occur, including on-campus, in-person, off-campus or through digital technology.

This policy does not apply to:

- Incidents of Gender-based Violence and Sexual Harm involving individuals under 18 years (or under 16 years where mandatory reporting applies), which are managed through the Child Safety and Wellbeing Policy.

Notes:

- As per the definition in section 4.0, the term Workers includes contractors, volunteers and all workers as defined under the Model Work Health and Safety Act.
- Where an Affiliated Organisation or Affiliated Student Accommodation Provider does not have its own policy on preventing and responding to Gender-based Violence, it must follow the University's policy. When doing so, any references in the University's policy to Students, Employees, Leadership, or Workers should be understood to mean the Affiliated Student Accommodation Provider's Residents (Students), Employees, Leadership, or Workers.
- The policy below explains how Gender-based Violence and Sexual Harm prevention measures and matters are managed and supported for different cohorts.

### 3.0 Policy statement

1. The University recognises that Gender-based Violence, as well as Sex Discrimination, Sexual Harassment and Sex-based Harassment, Conduct that Creates a Hostile Workplace Environment on the Grounds of Sex, and Victimisation, are unlawful and unacceptable.
2. The University recognises that Gender-based Violence and Sexual Harm may affect any person or group on the basis of sex or gender, stemming from unequal power relations, rigid gender norms and harmful stereotypes that reinforce discrimination and inequality. While evidence demonstrates that Gender-based Violence disproportionately affects women and girls, the University affirms that people of all genders—including men, non-binary, and gender-diverse individuals—can and do experience these harms.
3. The University recognises that Students, Employees, Leaders and Workers have different needs and experiences, and that some populations may be more vulnerable to Gender-based Violence and Sexual Harm than others, particularly where power imbalances exist, including between Employees and Students. The University is committed to addressing gender-based power imbalances that perpetuate rigid gender norms and promote gender-based discrimination.
4. The University acknowledges that gender-based inequalities are a key driver of Gender-based Violence and Sexual Harm, and these harms may be compounded by intersectional factors, including Aboriginal and Torres Strait Islander identity, disability, sexuality, gender identity, age, culture, and migration status.
5. Effective prevention of and response to Gender-based Violence and Sexual Harm requires an understanding of the drivers and spectrum of behaviours. The University acknowledges that drivers of Gender-based Violence are factors that:
  - a. enable gendered violence to occur in different work, study, social and living contexts
  - b. influence whether victim-survivors report Gender-based Violence and Sexual Harm
  - c. influence how our people and systems respond to Gender-based Violence and Sexual Harm.
6. Gender-based Violence and Sexual Harm can have a profound and lasting impact on those affected, their families and friends, and their communities. These behaviours are never acceptable or deserved, and any reported incidents will be taken seriously and handled sensitively.
7. The University will support those who make a Disclosure or Formal Report of Gender-based Violence or Sexual Harm to manage their response on their own terms and when they feel safe and confident to do so, regardless of when the harm occurred. There are no time limits on seeking help or advice.

Individuals will be supported through a safe, person-centred and trauma-informed approach that prioritises compassion for and empowerment of the individual.

8. The University will provide sensitive and appropriate mechanisms so that its Students, Employees, Leadership and Workers can be supported or enabled to obtain help if they experience Gender-based Violence or Sexual Harm.
9. The University strictly prohibits any form of retaliation or victimisation against individuals who report incidents of Gender-based Violence or Sexual Harm, participate in investigations, or support those who have experienced Gender-based Violence or Sexual Harm. Retaliation or victimisation will be treated as a separate violation of University policy and may result in disciplinary action.
10. The University will ensure procedural fairness for Respondents during any investigation or disciplinary process and provide them with appropriate support.

### 3.1 The University's responsibilities

1. The University recognises it has the following responsibilities:
  - a. Consistent with the *Sex Discrimination Act 1984 (Cth)*, take reasonable and proportional measures to eliminate, as far as possible:
    - Sexual Harassment
    - Victimisation
    - Sex Discrimination
    - Sex-based Harassment
    - Conduct that Creates a Hostile Workplace Environment on the Grounds of Sex.
  - b. Consistent with the *Work Health and Safety Regulation 2011 (Qld)*, manage the risk of Sexual Harassment and gender-based harassment.
  - c. Consistent with the National Higher Education Code to Prevent and Respond to Gender-based Violence (2025):
    - Adhere to all standards and requirements in connection with preventing and responding to Gender-based Violence.
    - Implement any recommendations made by the National Student Ombudsman regarding Gender-based Violence directed to the University.
    - Report on how it has complied with its obligations, in a manner and form to be prescribed by the Department of Education, including providing de-identified data on incidents of Gender-based Violence and de-identified demographic data and enrolment/engagement characteristics of Disclosers and Respondents.
2. The University's Students, Employees, Leadership and Workers have the right to work and study in an environment free from Gender-based Violence and Sexual Harm.
3. As part of its positive duty to prevent Gender-based Violence and Sexual Harm, the University will have effective whole-of-organisation processes for prevention, response, support, governance and continued improvement, including:
  - a. **Prevention** - the University will:
    - Make clear to its Students, Employees, Leadership and Workers that Gender-based Violence and Sexual Harm are unacceptable and work proactively to create an environment where these behaviours do not occur, to the fullest extent possible.
    - Provide education and training for its Students, Student Leaders, Employees and Leaders, and ensure Workers have access to appropriate resources to build knowledge

of Gender-based Violence, promote bystander interventions and effective response to Disclosures.

- Engage in prevention initiatives, such as [Safe Campuses](#), awareness campaigns, workshops, and ongoing communications to foster a safe and respectful University culture.

**b. Reporting, investigation and management** - the University will:

- Provide its Students, Employees, Leadership, Workers and members of the public with a range of ways to report behaviour to the University, including anonymous reports.
- Ensure confidentiality and privacy in accordance with University policy.
- Ensure procedural fairness in how it manages Disclosures, Formal Reports and investigations.
- Assess and take any appropriate and proportionate action on all Disclosures and Formal Reports.
- Where possible, take the wishes into account when responding to a Disclosure or Formal Report of the individual(s) who have experienced Gender-based Violence or Sexual Harm.
- Impose a proportionate penalty if a University investigation of a Disclosure or Formal Report concludes that a University Student, Employee or Leader has engaged in Gender-based Violence or Sexual Harm constituting serious misconduct.
- Take appropriate and proportionate action consistent with their terms of engagement if a Worker who is not an Employee of the University has engaged in Gender-based Violence or Sexual Harm.
- Consider disciplinary or other relevant action if a report is assessed to be Vexatious or Malicious.

**c. Support** - the University will:

- Provide trauma-informed support services delivered by those with relevant expertise to support its Students, Employees and Leadership, including support for Students to achieve their educational outcomes.

**d. Governance and continuous improvement** - the University will:

- Continuously assess and evaluate whether it is meeting its responsibilities under section 3.1, including its specific obligations under DFAT's Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) Policy and other applicable policies and government requirements.

### **3.2 Responsibilities of the University's Students, Employees, Leadership and Workers**

1. To achieve an environment free from Gender-based Violence and Sexual Harm, the University's Students, Employees, Leadership and Workers have collective responsibilities:

**a. Prevention** – Students, Employees, Leadership and Workers will:

- Complete, in a timely manner, any relevant compulsory training program offered by the University.
- Promote and model respectful behaviours, contribute to an environment free from Gender-based Violence and Sexual Harm, and not engage in any form of Gender-based Violence or Sexual Harm.

- Immediately stop unintended Gender-based Violence when informed that the behaviour is causing offence, humiliation or intimidation.

**b. Disclosures and Formal Reporting** – Students, Employees, Leadership and Workers will:

- Support transparency and accountability by enabling rather than discouraging others to report incidents of Gender-based Violence or Sexual Harm.
- Never impede a person from, or threaten consequences for, reporting.
- Respond compassionately and appropriately if a Disclosure or Formal Report of Gender-based Violence or Sexual Harm is made.
- Uphold a culture of respect and fairness by not subjecting any person who has made a Disclosure or Formal Report, is a witness to a report, or against whom a report has been made, to any form of recrimination, reprisal or victimisation. Such behaviour may result in disciplinary action.
- Refer the matter to the Child Protection Officer in accordance with the Child Safety and Wellbeing Policy if the report is made by a person currently aged under 16 years or 18 years, where there is an impairment of the mind. This is mandatory.
- Act with integrity and good faith when making Disclosures or Formal Reports, ensuring that all reports are genuine and not Vexatious or Malicious.

### **3.3 Rights of individuals**

**1. Individuals have the right to:**

**a. Disclosures and Formal Reporting**

- Disclosers and Respondents will:
  - Be treated with respect and dignity.
  - Expect that the University will take action with regard to a Disclosure or Formal Report in a timely, fair and appropriate manner.
  - Expect that any Disclosure or Formal Report will be treated with appropriate confidentiality at all times.
  - Participate in a fair and equitable reporting process.
  - Be supported to manage any disadvantage arising from the process where they are a Student, Employee or Leader of the University, including where interim measures are taken.
  - Understand that the University can only use a Non-disclosure Agreement (NDA) when requested by the Discloser.
  - Understand that the University must fulfil its reporting obligations under the National Code, which will involve reporting de-identified information to the Department of Education or identifiable information to other agencies as required by law.
- Disclosers will:
  - Have their preferences considered and, where possible, honoured regarding how they wish to manage their Disclosure in relation to the matter, with the proviso that the University may still need to take action if necessary to protect the University Community or any of its members.
  - Not suffer recrimination, reprisals or victimisation in any way by any member of the University Community, because they have made a Disclosure or Formal Report of Gender-based Violence or Sexual Harm.

- Understand that any NDA they may request must not include a Non-disparagement Clause, that could have the effect of requiring the Discloser to keep their experience of Gender-based Violence, Sexual Harm, Sexual Harassment, Sex Discrimination, Sex-based Harassment or Conduct that Creates a Hostile Workplace Environment on the Grounds of Sex confidential or impede support or advice to the Discloser.
- b. Support** – Disclosers and Respondents will:
  - Be referred to support services if impacted by Gender-based Violence or Sexual Harm as a Student, Employee or Leader of the University, or be provided with external services information if a Worker or member of the public. Engagement with support services is optional and individuals can choose whether they wish to access any supports offered.

### 3.4 Reporting and response

1. The University provides support services, including for personal safety, wellbeing, trauma, health, academic and work adjustments, for Students, Employees and Leaders who have been impacted by Gender-based Violence. Individuals can access support directly or via referral following a Disclosure or Formal Report. Information about a range of support options (including external) is provided on the University's [Safe Campuses](#) website, and in the relevant Procedures listed in Section 6.0
2. The University encourages individuals to report incidents of Gender-based Violence and Sexual Harm and provides options ranging from anonymous reporting and Disclosure to the lodgement of Formal Reports. Disclosures and Formal Reports can be made via several channels, including in person, by email, by phone, and online via the [Report a Concern](#) form.
3. Disclosure means an individual informing the University about their experience or witnessing of Gender-based Violence or Sexual Harm. Unlike a Formal Report, a Disclosure does not trigger an investigation or action unless the University has an obligation at law or a duty of care to act.
4. A Formal Report is a complaint to the University about an incident or behaviour concerning Gender-based Violence or Sexual Harm. The University will investigate concerns raised via a Formal Report, noting that investigative capacity may be hindered when insufficient information is available to adequately assess the matter.
5. Individuals receiving a Disclosure are required to inform the University of the Disclosure via [Report a Concern](#). If the Discloser has not provided consent, the anonymous form option must be used.
6. For information about how Disclosures and Formal Reports of Gender-based Violence or Sexual Harm can be made, and what happens when a Disclosure or Formal Report is received, refer to the relevant Procedures listed in Section 6.0.
7. Formal Reports may be assessed and/or investigated under the Student Conduct, Wellbeing and Safety Policy and related processes, the relevant Employee or Leadership misconduct process as described in the relevant Enterprise Agreement, industrial instrument or contract, or the terms of engagement for Workers who are not Employees. An applicable and proportionate penalty will be imposed if misconduct or serious misconduct is substantiated. Any rights to review and/or appeal decisions made on these matters are outlined in those processes.
8. When an anonymous Disclosure or Formal Report is made, the University may or may not be able to take any further action. While the University treats all Disclosures and Formal Reports seriously, it may be unable to investigate a behaviour or incident fully, make a decision or take action to resolve the issue when the source of the report is unknown or where there is insufficient information that would permit procedurally fair allegations to be put to an individual. Information provided in an anonymous Disclosure or Formal Report will be used to monitor the

incidence of Gender-based Violence and Sexual Harm affecting the University and to identify potential improvements to safety on campus.

9. Students, Employees, Leadership and Workers of the University who experience Gender-based Violence or Sexual Harm have the right to report to an external organisation, including the police, and the right to decide not to report.
10. If a report is made to an external organisation, the University's determination of outcomes may need to be delayed. However, the University may still implement interim measures to ensure the safety of all parties and others.

#### **3.4.1 Interim measures**

1. When a report is made, interim measures can be put in place by the University with regard to Students to reduce the potential for harm to others. In relation to Employees and Leadership, appropriate measures may include suspension from duty. Workers who are not Employees will be managed under the relevant terms of engagement. Interim measures do not anticipate the outcome of any University or external investigation and are not a penalty.
2. Interim measures are applied in accordance with the Student Conduct, Wellbeing and Safety Policy and/or the Employee misconduct provisions of the relevant industrial instrument.

#### **3.4.2 Privacy and confidentiality**

1. The privacy and confidentiality of all parties to a report will be respected to the fullest extent possible. However, sharing of information may be required for monitoring or reporting, to satisfy regulatory and legal obligations, to satisfy procedural fairness requirements, or where there is a continued or immediate threat to the safety of the individual or others. The expectation of confidentiality extends to all correspondence, reports, findings, and responses related to any investigation.

#### **3.4.3 Mandatory reporting**

1. De-identified data related to incidents of Gender-based Violence and Sexual Harm must be reported to the Department of Education annually and University Leadership biannually. De-identified data will be made publicly available and used to inform and improve the University's management and response processes.
2. The University also has obligations to report under DFAT's Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) Policy, specifically for any project, work or activity that involves DFAT partnering, funding or association.
3. The University has an overarching legal responsibility to protect the safety of its Students, Employees, Leadership and Workers. As a result, it may be necessary to provide information to the Queensland Police and/or relevant government agencies.
4. Mandatory reporting legislation may also affect confidentiality. Information about Sexual Assault or Sexual Harassment that involves individuals currently aged under 16 years or 18 years (whether as victim-survivor, person using violence, or witness) where there is an impairment of the mind must be reported to relevant government agencies, which may include Queensland Police.

### **3.5 Roles, responsibilities and delegations**

1. Disclosures and Formal Reports of Gender-Based Violence and Sexual Harm are managed under the Student Reports of Bullying, Harassment, Discrimination and Sexual Harm Procedure (Students), the Staff Sexual Harm Response Procedure (Employees) and the complaints processes set out in the terms of engagement for Workers who are not Employees of the University.

## 4.0 Definitions

**Affiliated Organisation** means an organisation that uses the University's intellectual property in its name, marketing, recruitment, or governance documents.

**Affiliated Student Accommodation Provider** means a provider of accommodation to Students that is affiliated with the University by:

- any statute, constitution or similar legal instrument that governs or otherwise regulates the University
- having a service agreement or other agreement with the University
- operating on the University's lands
- being authorised by the University to use its intellectual property in its recruitment or marketing materials or on its website
- being listed by the University on its website as 'student accommodation' or being promoted by the Provider in its recruitment or marketing material.

**Conduct that Creates a Hostile Workplace Environment on the Grounds of Sex** refers to conduct resulting in the workplace environment being offensive, intimidating or humiliating to a person by reason of:

- sex or
- a characteristic that generally applies to persons of a particular sex or
- a characteristic that is generally imputed to persons of a particular sex.

**Discloser** means a person who has shared information about their experience of Gender-based Violence.

**Disclosure** means an individual letting the University know about their experience or witnessing of Gender-based Violence or Sexual Harm, but is not a request for the University to take formal action.

**Employees** means individuals employed by the University and whose conditions of employment are covered by a University Enterprise Agreement or relevant Award, including continuing, continuing contingent-funded, fixed term and casual staff, and senior employees whose conditions of employment are covered by a written agreement or contract with the University.

**Formal Report** means an individual making a complaint to the University about an incident or behaviour concerning Gender-based Violence or Sexual Harm. A Formal Report will result in the University undertaking an investigation into the concern.

**Gender-based Violence** means any form of physical or non-physical violence, harassment, abuse or threats, based on gender, which results in, or is likely to result in, harm, coercion, control, fear or deprivation of liberty or autonomy.

**Leadership/Leaders** comprises the Vice Chancellor, the Executive Group and the University Council.

**Non-disclosure Agreement** means an agreement, including a deed of release or settlement agreement, that requires particular details to be kept confidential as part of reaching a settlement.

**Non-disparagement Clause** means a clause in an agreement that requires the parties not to say things about each other that are critical, dismissive or disrespectful.

**Report a Concern** is an online form for students and staff to make either an informal Disclosure or Formal Report about an incident of behaviour concerning Gender-based Violence or Sexual Harm. Disclosures and Formal Reports may be made anonymously.

**Respondent** means a person whom it is alleged has engaged in conduct that amounts to Gender-based Violence.

**Sex Discrimination** occurs when a person (the discriminator) treats another person less favourably than, in circumstances that are the same or are not materially different, the discriminator treats or would treat a person of a different sex. It is fully defined within, and made unlawful by, the *Sex Discrimination Act 1984 (Cth)*.

**Sex-based Harassment** is similar to Sexual Harassment but refers to unwelcome conduct directed towards a person that is seriously demeaning to the person on the basis of their sex. A reasonable person would find that, in the circumstances, the conduct would offend, humiliate or intimidate. Examples include:

- asking intrusive personal questions based on a person's sex
- making inappropriate comments and jokes to a person based on their sex
- making sexist, misogynistic and misandrist remarks about a specific person.

It is fully defined within, and made unlawful by, the *Sex Discrimination Act 1984 (Cth)*.

**Sexual Harm** is any unwanted behaviour of a sexual nature. Sexual Harm includes sexual assault, rape, Sexual Harassment, sex-based harassment, and any other unwanted sexual behaviour, whether online or in person. The behaviour may result in a person feeling uncomfortable, frightened, distressed, intimidated, or harmed either physically or psychologically. All behaviours that cause Sexual Harm are Gender-based Violence.

**Sexual Harassment** includes any unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature in circumstances where a reasonable person, having regard to all the circumstances, would anticipate the possibility that the person harassed would be offended, humiliated or intimidated. A single incident is enough to constitute Sexual Harassment – it does not have to be repeated.

**Student** is a person who is enrolled as a student or is undertaking a course or program of study with the University. It includes students undertaking higher degrees by research, non-award study, enabling or bridging courses, foundation programs and vocational education and training courses.

**Student Accommodation** means accommodation offered or provided to a Student by the University directly or an Affiliated Student Accommodation Provider, excluding any of the following accommodation:

- accommodation arranged under a homestay program where Students are offered opportunities to live with local families
- rental properties that are leased through residential tenancy agreements with a private landlord and are not offered exclusively for accommodation for Students
- rental properties that are in premises used for student accommodation and are owned by individual landlords and leased through residential tenancy agreements
- hotels or serviced apartments that are used to provide temporary accommodation for Students.

**Student Leader** is a person who holds a formally recognised leadership position as an elected office bearer of the Student Representative Council (SRC) or the Gold Coast Student Guild, or Chairperson or President of an affiliated club or society registered with a Griffith University student association.

**Vexatious or Malicious Report** means a person makes a report:

- that is known to be false and
- for the primary purpose of damaging the University or the person(s) against whom the report is made.

**Victimisation** occurs when a person subjects, or threatens to subject, another person (a complainant) to detriment because the complainant has made or proposes to make a complaint or Disclosure about Gender-based Violence, Sexual Harm or Misconduct. It is fully defined within, and made unlawful by, the *Sex Discrimination Act 1984 (Cth)*.

**Worker** has the same extended meaning as 'worker' under the Model Work Health and Safety Act, which includes employees, contractors or subcontractors and their employees, employees of labour hire companies assigned to work in the University, outworkers, apprentices and trainees, work experience students and volunteers.

## 5.0 Information

Title	Gender-based Violence and Sexual Harm Prevention and Response Policy
Document number	2026/0001002
Purpose	<p>This policy affirms the University's commitment to:</p> <ul style="list-style-type: none"> <li>Provide a safe, respectful and inclusive environment where Gender-based Violence and Sexual Harm are unacceptable.</li> <li>Fulfil its positive duty to implement measures to prevent Gender-based Violence, Sexual Harassment, Sex Discrimination, Sex-based Harassment and Conduct that Creates a Hostile Workplace Environment on the Grounds of Sex, and Victimisation.</li> <li>Take proportionate and safe actions when Gender-based Violence or Sexual Harm is experienced or engaged in by the University's Students, Employees, Leadership or Workers.</li> </ul>
Audience	Staff; Students
Category	Operational
Subcategory	Student Services Staff
UN Sustainable Development Goals (SDGs)	This document aligns with Sustainable Development Goals: 3: Good Health and Well-Being 5: Gender Equality 10: Reduced Inequalities
Approval date	19 January 2026
Effective date	19 January 2026
Review date	2029
Policy advisor	Provost
Approving authority	Vice Chancellor

## 6.0 Related Policy Documents and Supporting Documents

### Legislation

- [Anti-Discrimination Act 1991 \(Qld\)](#)
- [Griffith University Academic Staff Enterprise Agreement 2023-2025](#)
- [Griffith University Professional and Support Staff Enterprise Agreement 2023-2025](#)
- [Higher Education Standards Framework \(Threshold Standards\) 2021](#)
- [National Code of Practice for Providers of Education and Training to Overseas Students 2018](#)
- [Sex Discrimination Act 1984 \(Cth\)](#)
- [Universities Accord \(National Higher Education Code to Prevent and Respond to Gender-based Violence\) Act 2025](#)
- [Work Health and Safety Regulation 2011 \(Qld\)](#)

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### Policy

- [Child Safety and Wellbeing Policy](#)
- [Code of Conduct](#)
- [Domestic and Family Violence Support Policy](#)
- [Equity, Diversity and Inclusion Policy](#)
- [Griffith University Privacy Statement](#)
- [Resolution of Breaches of Residential Community Standards and other Grievances within the Griffith University Residential Colleges Policy](#)
- [Student Complaints Policy](#)
- [Student Conduct, Wellbeing and Safety Policy](#)
- [Student Critical Incident Management Policy](#)

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### Procedures

- [Child Risk Management Procedure](#)
- [Staff Sexual Harm Response Procedure](#)
- [Student Reports of Bullying, Harassment, Discrimination and Sexual Harm Procedure](#)

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### Plans

- Griffith University Gender-based Violence Prevention and Response Plan

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### Websites

- [Safe Campuses website](#)

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### Forms

- [Report a Concern](#)
- [Report a Concern \(anonymous\)](#)

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