

SUPPORTING YOUR STAFF TO SUPPORT STUDENTS

Sexual Assault, Sexual Harassment, Domestic & Family Violence and other personal violence

Information is available

The [Safe Campuses website](#) outlines a range of information relating to support and reporting options at and external to the University.

Griffith also has a range of policies covering zero tolerance for disrespectful behaviours such as sexual assault, sexual harassment, bullying, harassment, discrimination and procedures outlining reporting and support for students and staff impacted by these, or other behaviours such as domestic violence.

Encourage your staff to be aware of these policies and procedures:

- [Student sexual assault, harassment, bullying, harassment and discrimination](#)
- [Staff sexual assault and sexual harassment](#)
- [Staff bullying, harassment and discrimination](#)
- [Domestic & Family violence support](#)

Promote your local SASH Responders

Ensure your team is aware of who their local SASH Responder/s are. [SASH responders](#) are a network of staff from across the University who have been trained to respond effectively to disclosures of personal violence. SASH Responders provide a local referral point for students and colleagues who are unsure of how to respond to a disclosure of personal violence. SASH responders can be identified on the [Griffith phone book](#), and via posters in your local area.

Important! If your local SASH Responder has left the University, it's important that you [let us know](#) and nominate a new SASH Responder.

Empower staff with knowledge

Unfortunately, violent and disrespectful behaviours are common place in the broader community.

Encourage your staff to play an active role in the prevention of violence and increase their awareness of what these behaviours look like and how to respond through effective responses and bystander actions:

- [MATE Bystander Program online](#)
- [Recognise. Respond. Refer. online](#)
- [Safe Campuses website](#)

Support for students affected by personal violence

In addition to your local SASH Responder/s, the University provides a [dedicated Counsellor, Violence Response and Prevention \(VRP\)](#). The Counsellor, VRP can arrange priority appointments for students who are experiencing personal violence, or are affected by past experiences. The Counsellor VRP can aide students through counselling services, referral to specialised or community support, and with accessing academic supports at the University.

Support for staff experiencing personal violence

Empower your staff to seek support when it's needed. Griffith's Employee Assistance Service provides a dedicated Domestic & Family Violence service for staff and HDR candidates – this service can be accessed by calling 1300 574 516. Staff can also access paid domestic and family violence leave. More information on supports for staff are available [here](#).

Encourage self-care

It is important for staff and managers to look after their wellbeing. Encourage staff to debrief difficult conversations confidentially, and access the [wellbeing supports](#) available.

Did you know? Through My Coach for People Leaders, managers and supervisors can access proactive support to work through challenging situations with their staff? See [Staff Counselling](#) for more information.



IT'S ON ALL OF US

IT'S EVERYONE'S RESPONSIBILITY TO ENSURE OUR
CAMPUS COMMUNITIES ARE SAFE AND RESPECTFUL

FOR MORE INFORMATION, VISIT [GRIFFITH.EDU.AU/SAFE-CAMPUSES](https://griffith.edu.au/safe-campuses)