



# Safe Campuses Annual Report 2025



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## Content warning

This report contains information about sexual harm, bullying, harassment and discrimination, which may be distressing. If you would like to speak to someone, you can contact the following support services:

### Griffith Mental Wellbeing Support Line

(24 hours, 7 days)  
Phone: 1300 785 442  
Text: 0488 884 146

### Student Safety and Wellbeing

8.30am - 4.30pm, Monday to Friday  
Phone: 07 3735 5372 or 0422 686 896  
Email: [studentsafetyandwellbeing@griffith.edu.au](mailto:studentsafetyandwellbeing@griffith.edu.au)

### Workplace Wellbeing and Counselling

(24 hours, 7 days)  
Phone: 1300 687 327

### External services

**1800 Respect**  
Phone: 1800 737 732

**13YARN**  
Phone: 13 92 76

# Safe and respectful communities

Our University remains steadfast in its commitment to fostering a safe, supportive, and respectful community and to leading efforts in prevention and response to gender-based violence.

The University's approach to gender-based violence prevention and response continues to evolve with learnings from internal programs and activities, feedback from students and employees, sector-wide and legislative reforms such as positive duty, psychosocial safety, the Universities Accord and National Higher Education Code to Prevent and Respond to Gender-based Violence (National Code). In alignment with these frameworks, Safe Campuses integrates prevention and response efforts across the University, supporting a whole-of-organisation approach to fostering a safe, respectful, and supportive University community.

While the National Code was anticipated in 2024, there was a delay in the related Bills being passed into legislation. In addition to our ongoing prevention and awareness initiatives, the University commenced preparatory work for the National Code, including the introduction of a Sexual Harassment and Gender-based Violence Prevention Plan, mapping the migration of student reporting processes to new systems to enhance case management and data collection, and expanding its education suite and awareness resources.

The *Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Act 2025* and the related *Consequential Amendments Act* were passed on 25 August 2025, with regulations taking effect from 1 January 2026. While the National Code instrument is still to be finalised, it proposes specific timeframes for reporting to University Council and the Department of Education. Consequently, this will be the eighth and final Safe Campuses Annual Report.

# The year in review

The Safe Campuses reporting period is **1 September 2024 to 31 August 2025**. An overview of key prevention and response activities undertaken during the reporting period is provided below.

## Safe and Respectful Communities 2025 Action Plan

Endorsed by Executive Group and the Safe and Respectful Communities Expert Reference Group, the 2025 Safe and Respectful Communities Action Plan aimed to balance ongoing practices and activities with supporting the implementation of the incoming National Code. As the National Code was delayed, there are variations in achievements in 2025.

### 2025 Action Plan outcomes

#### University environments that are equitable, accessible, respectful and safe

ACTION	WORK PROGRESSED	STATUS
Address safety and support for students undertaking clinical placement and work-integrated learning by focused consideration of students' rights and responsibilities regarding safe and respectful conduct and their right to access support services and reporting.	Work is underway on the review and update of Work Integrated Learning Guidelines to incorporate student safety and wellbeing support information.	In progress
Establish a Safe Student Accommodation subgroup to support, as much as possible, a consistent experience for Griffith University students living in student accommodation and begin early planning for implementing the National Higher Education Code to Prevent and Respond to Gender-based Violence and the anticipated National Code for Student Accommodation providers.	The Program Coordinator, Respectful Communities, continues to work with managers of University-owned accommodation at Brisbane South campus and affiliated accommodation providers, Campus Living Villages at the Gold Coast campus, and Rural Medical Education for regional health placement students.  Note that existing partnership agreements with Purpose-Built Student Accommodation (PBSA) providers ceased on 31 May 2025 and have not been renewed.	In progress
Progress the implementation of gender-based violence education and training for students, employees and leaders, including establishing a subgroup to enable a whole-of-organisation approach to gender-based violence education and introducing additional training modules and programs.	Mandatory training was introduced in Trimester 3 of 2024 for all commencing students. Initially, this included the Recognise. Respond. Refer. module. A new Respect at Griffith module was introduced in Trimester 1 of 2025.	Complete
Progress the implementation of gender-based violence education and training for students, employees and leaders, including establishing a subgroup to enable a whole-of-organisation approach to gender-based violence education and introducing additional training modules and programs.	Responding to disclosures, respectful relationships and consent workshops were conducted for student leaders and employees.	Complete
Progress the implementation of gender-based violence education and training for students, employees and leaders, including establishing a subgroup to enable a whole-of-organisation approach to gender-based violence education	The Preventing and Responding to Gender-based Violence mandatory training module was introduced in May 2025 for employees.	Complete

ACTION	WORK PROGRESSED	STATUS
and introducing additional training modules and programs.		
Progress the implementation of gender-based violence education and training for students, employees and leaders, including establishing a subgroup to enable a whole-of-organisation approach to gender-based violence education and introducing additional training modules and programs.	A new Respectful Communities campaign was developed and launched for students and employees in February 2025.	Complete
Support the implementation of the SafeZone App at Griffith through Safe Campuses communications to students and employees.	The SafeZone app was launched and promoted to students and employees, including support and reporting options.	Complete
Contribute to the development and implementation of the University's Sexual Harassment and Gender-based Violence Prevention Plan, which brings together a range of legislative and policy requirements <sup>1</sup> to ensure progress towards an environment that proactively prevents and responds to sexual harassment, assault and gender-based violence.	A multi-department working group supported the development and publication of the <b>Sexual Harassment and Gender-based Violence Prevention Plan</b> .	Complete
Contribute to the development and implementation of the University's Sexual Harassment and Gender-based Violence Prevention Plan, which brings together a range of legislative and policy requirements to ensure progress towards an environment that proactively prevents and responds to sexual harassment, assault and gender-based violence.	The Prevention Plan was reviewed and endorsed by the Safe and Respectful Communities Expert Reference Group.	Complete
Contribute to the development and implementation of the University's Sexual Harassment and Gender-based Violence Prevention Plan, which brings together a range of legislative and policy requirements to ensure progress towards an environment that proactively prevents and responds to sexual harassment, assault and gender-based violence.	Work has commenced on expanding the Prevention Plan to a Gender-based Violence Prevention and Response Plan to reflect all requirements of the National Code, including development of ongoing consultation and collaboration opportunities for students, employees and people with lived experience.	In progress

### Fully integrated care for those impacted by sexual harm

ACTION	WORK PROGRESSED	STATUS
Consultation with stakeholders to assist in the development and/or review of local protocols to support the successful implementation of the Integrated Care Model across the various cohorts within and associated with Griffith University, including residential accommodation, student associations and clubs.	Development and/or review of local protocols.	Paused <sup>2</sup>

<sup>1</sup> Legislative requirements include the Work Health and Safety Regulation 2011 (Qld), the Sex Discrimination Act 1984 (Cth), the Fair Work Act 2009 (Cth) and the incoming National Code.

<sup>2</sup> Activities on hold pending confirmation of requirements under the National Higher Education Code to Prevent and Respond to Gender-based Violence.



Create and publicise a set of resources to assist employees, student entities, and other internal and external providers of student services in understanding how Griffith's Integrated Care Model works, how it can be accessed, and the key roles employees play in delivering this service.	Publish resources to assist stakeholders.	Paused <sup>2</sup>
Evaluate the impact of the Integrated Care Model on the wellbeing and experience of impacted students and employees.	Gather feedback from students and employees who have been impacted.	Paused <sup>2</sup>

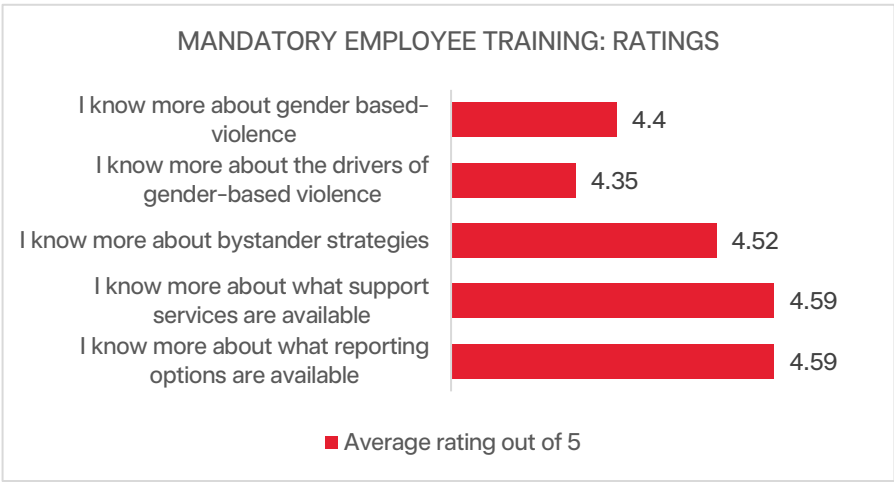
## Data collection, management and reporting

ACTION	WORK PROGRESSED	STATUS
Review existing data collection and reporting points to identify gaps with anticipated requirements under the National Code and communicate updated requirements with stakeholders to enable compliance, as much as practicable, with incoming requirements.	Analysis of current data collection methods and data point inclusions is underway to identify gaps and determine if additional or alternative collection methods are required. Additionally, an extensive process mapping project is underway to review student and employee complaints processes to identify process efficiencies and enhance the reporting experience for complainants.	In progress
Implement process adjustments within the proposed Integrated Care Model to enhance consistency and transparency in future reporting periods while maintaining individual privacy.	Implement the Integrated Care Model.	Paused <sup>2</sup>
Transfer the Report a Concern mechanism to the Service Now platform, which will, in turn, provide data and workflow enhancements.	Extensive process mapping work has been completed, including related processes for student complaints, student misconduct, review and appeals. New forms and workflows have been developed in ServiceNow and will undergo user acceptance testing before the end of the year, with a planned launch to students in early 2026.	In progress
Support the University's participation in the next National Student Survey.	The Program Coordinator, Respectful Communities, is a member of the Universities Australia Technical Working Group for the survey and will continue to liaise between the Group and the University.	In progress
Support the University's participation in the next National Student Survey.	The Vice Chancellor was Chair of the Vice Chancellor's Steering Committee for the survey until her appointment as Universities Australia Chair in mid-2025.	Completed

# Preventative education and awareness

## Mandatory employee training

The Preventing and Responding to Gender-based Violence online module was introduced to employees in May 2025. The module is mandatory for all continuing and fixed-term staff members and must be completed annually. Across the reporting period, 91% of employees had completed this training. Over 2,000 employees chose to rate the module upon completion, with positive agreement on all measurement statements and also in written feedback.



## Specialist professional development

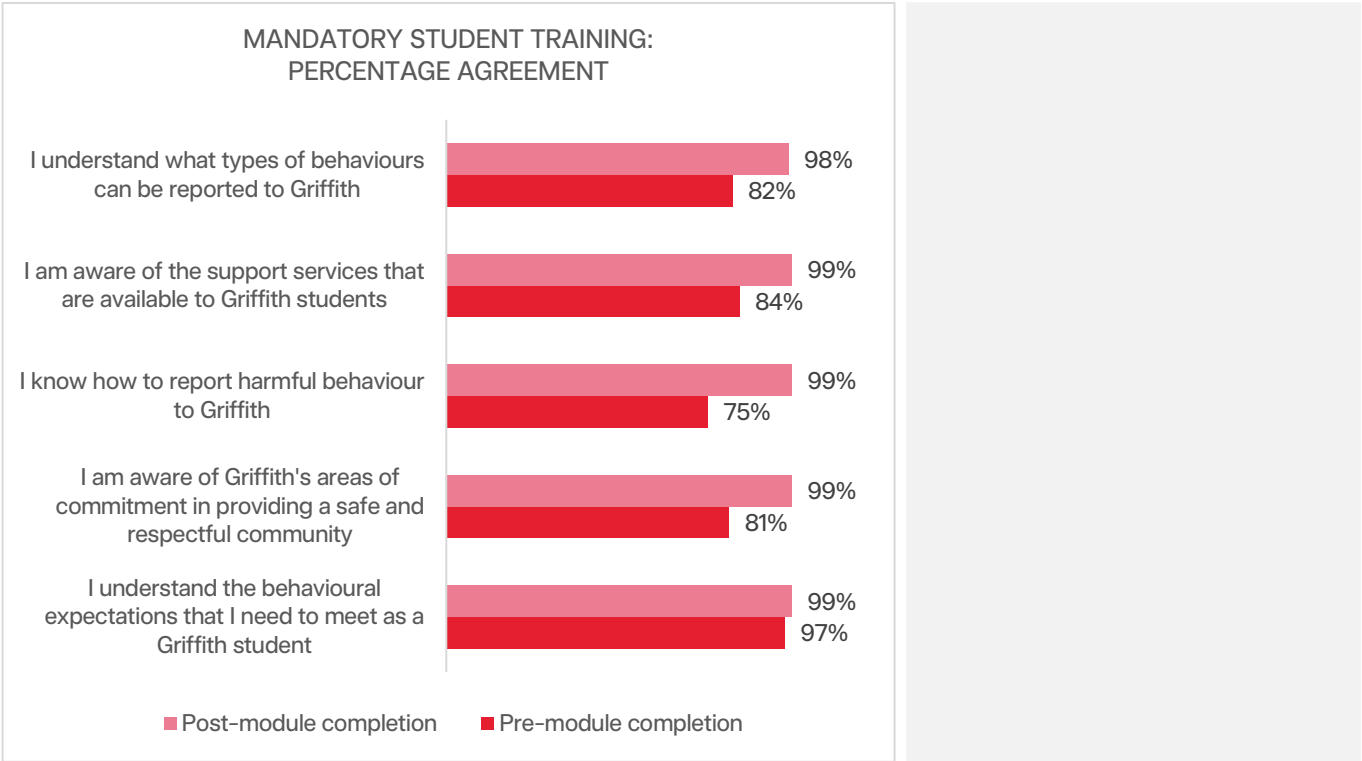
Employees involved in student and workplace complaint investigations undertook a formal short course in effective questioning offered by the Centre for Investigative Interviewing. The course aimed to enhance and develop participants' expertise in gathering accurate information in respectful ways.

A tailored workshop addressing risk assessment and safety planning was conducted for employees in roles responding to incidents of sexual harm. A second workshop was provided for the Heads of School Network on identifying and addressing pattern-based harms, particularly bullying. Both workshops were conducted by Code Black, specialists in providing threat management, psychological and social work services that address harmful behaviours.

## Mandatory student training

A new online module, Respect at Griffith, was launched in December 2025. Respect at Griffith is the first in a planned suite of mandatory modules aimed at increasing knowledge and skills for students and student leaders. Across the reporting period, the mandatory training requirement was met by 95% of commencing students (n=10,931). Students who have not completed the mandatory module receive additional reminders and prompts. In addition, 4,607 continuing students completed the Respect at Griffith module.

Students are asked to complete pre- and post-training surveys to evaluate the effectiveness of the content. Over 13,100 students completed the pre- and more than 8,600 completed the post-module feedback, with responses indicating an uplift in awareness across respectful behaviour, reporting and support services. Feedback from students has been overwhelmingly positive, with 95% of students indicating an overall satisfaction rating of 4 stars and above out of 5.



Educational programs

To complement online learning, a series of face-to-face workshops, guest lectures and awareness sessions were delivered across the reporting period. The Personal Violence Counsellors, the Program Coordinator, Respectful Communities and external providers deliver face-to-face sessions.

Responding to disclosures education is provided to students, student leaders and accommodation residents through both face-to-face workshops and the online Recognise. Respond. Refer. (RRR) module. During the reporting period, 69 student leaders attended a designated consent and responding to disclosures workshop. The RRR module was completed by 2,208 students, including commencing student completions as part of the mandatory training pilot in Trimester 3, 2024. Responding to disclosures is a key component of training for a range of student leadership roles, including mentors, residential and club leaders.

Consent education is delivered to students in University-owned accommodation at the Brisbane South campus and student leaders from high-risk student clubs. High-risk clubs are those that have events with alcohol or host camps, for example. In the reporting period, 260 students and residents attended a consent and intoxication workshop.

A Respectful Relationships Program was delivered in Trimester 3, 2024 and Trimester 1, 2025. This opt-in program is offered over five sessions, giving students the flexibility to join sessions most relevant to their needs. To date, 76 individual students have participated in the program. Following consultation with the Student Representative Council on additional themes and topics, planning is underway for future deliveries of the program.

In-curriculum activities

A World for Everyone is an in-curriculum program delivered to first-year Health students by Dr Fiona Baird. The program covers topics including gender equality, racism, victim blaming, objectification, online harassment, alcohol and consent, relationships and empowerment. The program aims to encourage effective bystander actions by building understanding of the continuum of harmful behaviours and how to respectfully challenge them in everyday life. Across the reporting period, 275 students were awarded a micro-credential for the program.

In partnership with academic colleagues, the Personal Violence Counsellors have participated in teaching activities across health sciences and social work, pharmacy and medical science, criminology and criminal justice, and nursing and midwifery. These activities have varied from in-class presentations to guided interviews and co-facilitation of content.



## Respect at Griffith campaign

To reinforce the messages within training and education, the University has delivered a Respect campaign incorporating key messages around respectful conversations, embracing inclusion, communicating professionally and preventing harm. Features of the campaign include student voice, social posts, student emails, on-campus signage and employee news articles.



## Support services

The University provides support to students impacted by sexual harm, bullying, harassment or discrimination that affects their ability to study, whether it is related to the University or experienced outside of the University context. Employees can access wellbeing support via the workplace counselling and wellbeing program.

### Student Safety and Wellbeing

Student Safety and Wellbeing provides confidential support for disclosures of concerning, threatening, or inappropriate behaviour, connecting students with the support they need and advising on reporting options. Students are referred to Student Safety and Wellbeing by employees in other areas of the University, via Report a Concern, and are also contacted by students themselves. During the reporting period, Student Safety and Wellbeing managed 59 cases specifically relating to sexual harm, bullying, harassment or discrimination via these referral pathways.

### Student Counselling and Wellbeing

The University provides high-quality, free and confidential counselling and wellbeing services to all students. This includes two specialist support roles, known as Personal Violence Counsellors, to provide priority support for students who have been impacted by gender-based violence and sexual harm. The Personal Violence Counsellors also engage in educational outreach directly with academic areas.

During the reporting period, 174 students sought counselling support for incidents of harassment, sexual harassment, sexual assault, domestic violence or childhood sexual abuse. 88% of disclosures to counselling were non-University-related, and 40% related to harm that occurred more than a year ago.

### Griffith Mental Wellbeing Support Line

Students can access immediate and crisis support through the Griffith Mental Wellbeing Support Line. The 24/7 support service provides referral back to the University or to community safety and support services as requested by the student. During the reporting period, Griffith students sought support via the Support Line on 758 occasions. Service data indicates that 21% of contacts related to issues including problem behaviour, family and relationship, abuse and trauma, sexual assault, and domestic and family violence.

## **Workplace Counselling and Wellbeing**

The Griffith University Workplace Wellbeing and Counselling program is a free and confidential resource available for all employees and their immediate family, as well as HDR candidates. An external provider, Converge International, delivers the services.

## **Sector collaboration**

### **Australasian Universities Safer Communities Symposium (AUSCS)**

The Program Coordinator, Respectful Communities, is the Australasian Universities Safer Communities Symposium (AUSCS) Chair again in 2025, leading a committee of cross-sector colleagues to deliver the two-day symposium in November 2025. AUSCS has partnered with the University of Technology Sydney, which will host the 2025 event at their Sydney city campus. The symposium is the pinnacle event for employees working in student safety and wellbeing, gendered violence prevention and safer communities teams.

### **National Student Safety Survey**

Through the Vice Chancellor and the Program Coordinator, Respectful Communities, Griffith continues to provide significant contributions to the next National Student Safety Survey. Universities Australia announced in August 2025 that Roy Morgan, in collaboration with Professor Kate Fitz-Gibbon, has been contracted to deliver the survey in 2026.

### **Collaborative research**

Griffith is one of six Australian universities participating in the ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW). The Centre mobilises Indigenous and survivor-centred approaches, interdisciplinary collaborations, and Indo-Pacific partnerships to deliver scalable approaches to eliminate violence against women across the legal, security, economic, health, and political systems of Australia and the region. Professors Sara E Davies and Patrick O'Leary are Chief Investigators, supported by the Griffith node.

The Disrupting Violence Beacon is a Griffith strategic research initiative that addresses violence by generating evidence to inform policy, improve justice access, and strengthen institutions. It focuses on under-researched areas such as community and intergenerational risk factors, translating research into practical, community-based solutions, and promoting just responses that avoid reinforcing harm. Through its research and advisory roles, the Beacon supports governments and organisations in developing effective, evidence-based strategies to prevent and respond to violence.

# Reporting data

The University receives complaints of sexual harm, bullying, harassment and discrimination across various pathways, recognising that victim-survivors face a range of barriers to engaging in formal reporting and support-seeking. The Report a Concern form is the main entry point for employees, students and members of the public to formalise concerns. However, employees may lodge a complaint directly to their supervisor or manager, Human Resources or Workplace Relations, and students may disclose concerns to Student Safety and Wellbeing. Students and employees may also seek assistance from the Campus Support Team for behavioural incidents.

## About the reporting data

The reporting period is **1 September to 31 August** each year. Reporting data includes deidentified, deduplicated complaints received via Report a Concern, Workplace Relations, Student Safety and Wellbeing, and Campus Support. The University has not received any complaints via the **National Student Ombudsman** relating to sexual harm, bullying, discrimination or harassment.

A **complaint** refers to a disclosure or formal report of harm received by the University, regardless of whether the conduct is related to the University or not. A **complainant** is the person disclosing or reporting harm. A **respondent** refers to the person alleged to have caused harm.

A **disclosure** is a report of harm by someone who may be seeking support but does not want the University to investigate or take action in response to the incident. A **formal report** is a report of harm by a person who wants the University to investigate or to take action in response to the incident. The University adopts a survivor-centric approach where possible, enabling the complainant to guide whether investigative action is undertaken, while also balancing the health and safety of all persons impacted and the University community.

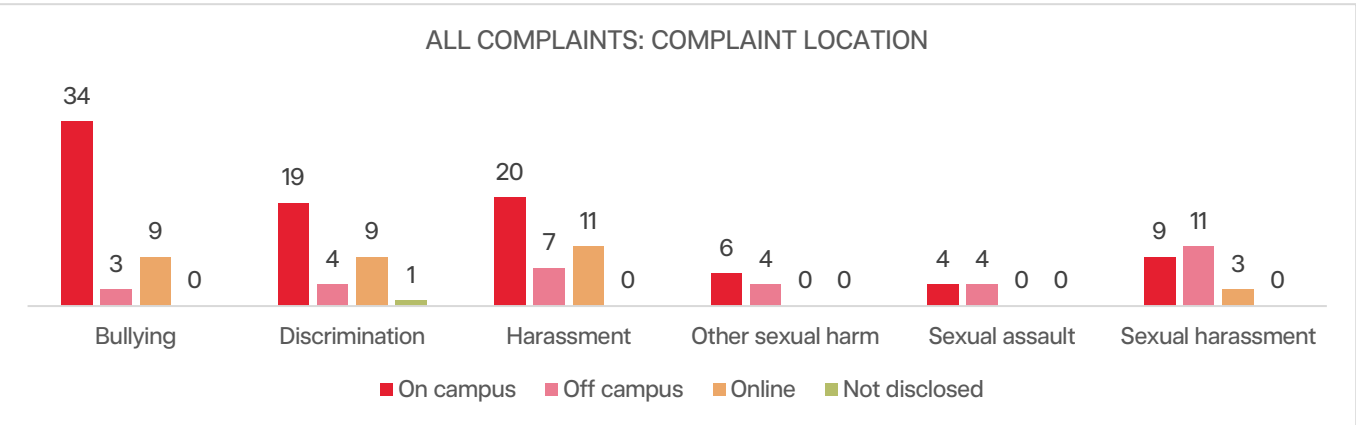
The statistics published in this report include **University-related** and **non-University-related** complaints. **University-related** complaints are connected to the University, such as incidents that occur at or in connection with a University campus, accommodation or event. **Non-university-related** complaints have no connection to the University but may be reported by a student or employee seeking care and support. The University is unable to investigate non-University-related complaints.

## Complaints

During the reporting period, 158 complaints of bullying, harassment, discrimination and sexual harm were received. This is a decrease from the last reporting period, in which 172 complaints were received. Of the complaints received this reporting period:

- 89% of complaints were University-related
  - 46% were complaints against Griffith students
  - 35% were complaints against Griffith employees
- 19% were complaints against members of the public, including former students, or unknown respondents.

Information about support services is provided to all complainants (including anonymous) on receipt of their complaint. Students are provided with support from the Student Safety and Wellbeing team and/or referred to Student Counselling and Wellbeing. Employees can access support via the Workplace Wellbeing and Counselling program.

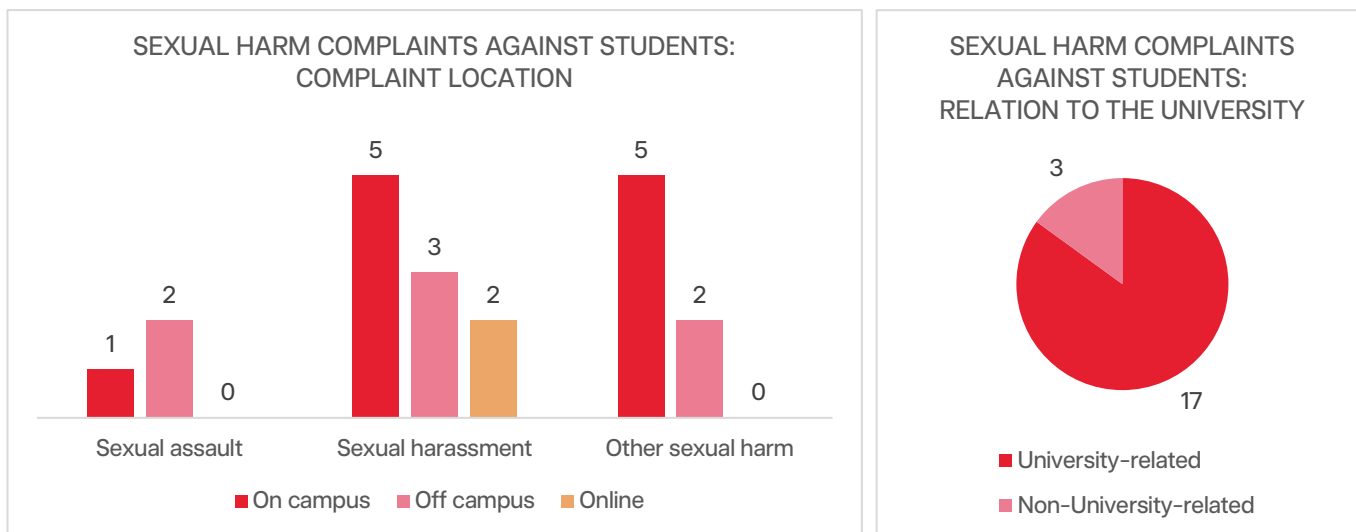




## Complaints against students

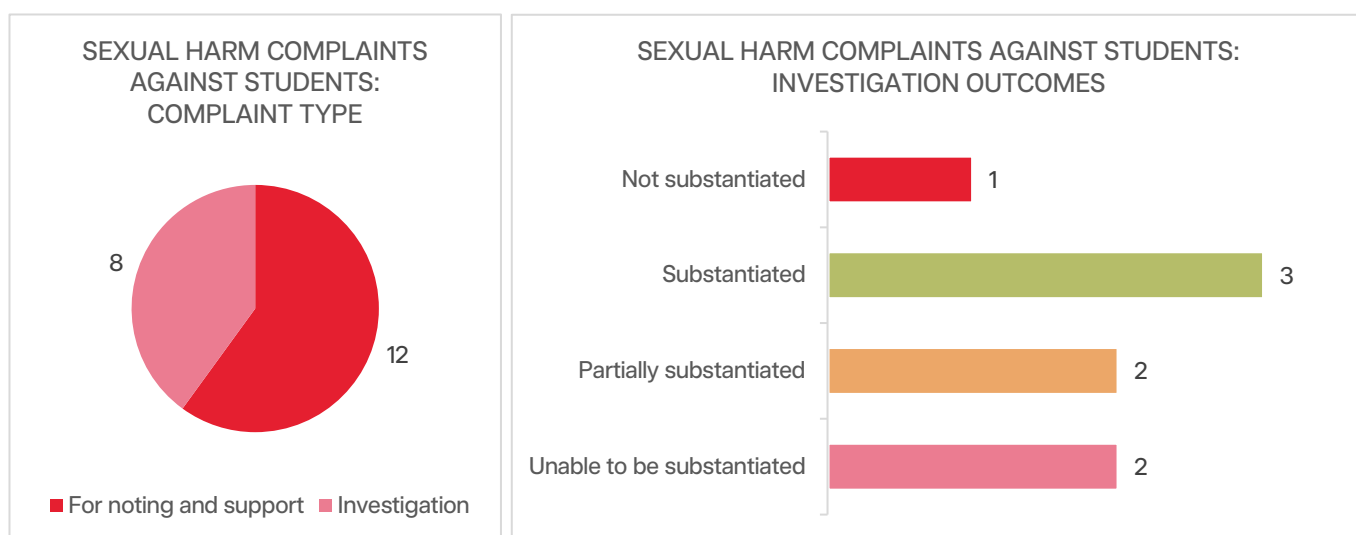
There were 20 sexual harm complaints against Griffith students, compared to 22 complaints in the last reporting period. Of these complaints:

- 65% of complainants were Griffith students, 20% employees and 15% members of the public
- 70% of complainants identified as female, 20% male and 10% undisclosed
- 85% of respondents identified as male, 10% unknown and 5% female
- 20% of complaints were anonymous.



All sexual assault complaints were disclosures in which the complainant was seeking support. In all cases, the complainant was supported by Student Safety and Wellbeing and/or Student Counselling and Wellbeing.

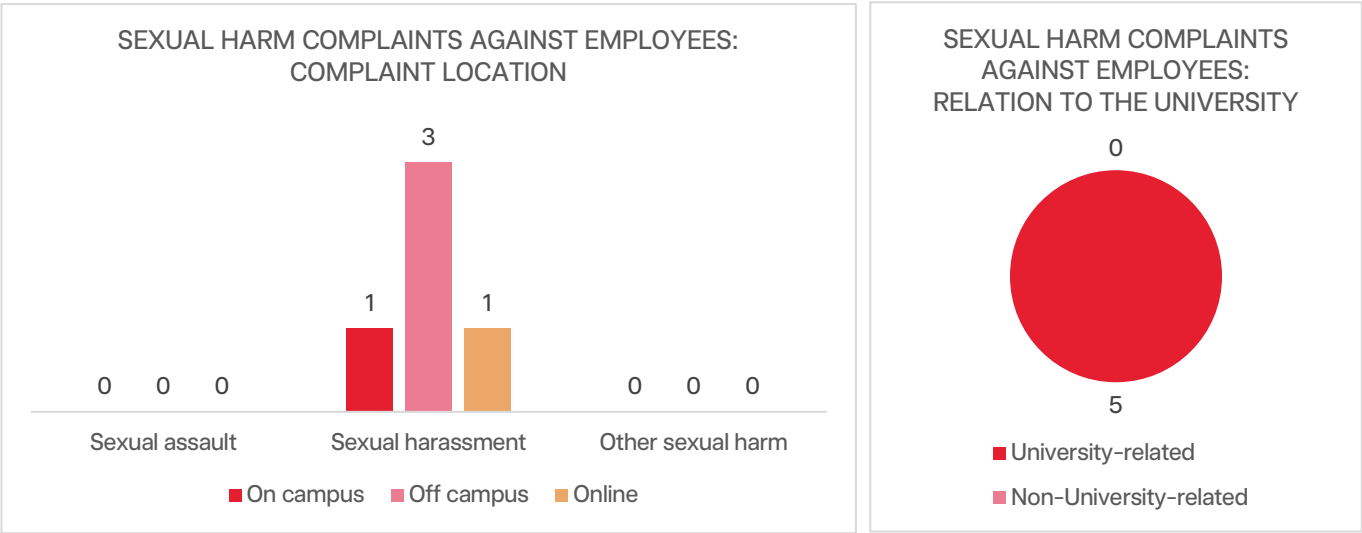
Of the sexual harm complaints that were investigated, one was not substantiated, and two complaints were unable to be substantiated due to insufficient information. Two partially substantiated complaints resulted in local-level resolution for the respondent of an anonymous complaint, and a no-contact directive was issued in another complaint. Three complaints were substantiated, including two complaints of sexual harassment and one of sexual harm. Of these complaints, two no-contact directives were issued, and one student misconduct finding was determined, in which a formal reprimand and directive to apologise to the complainant were issued to the respondent.



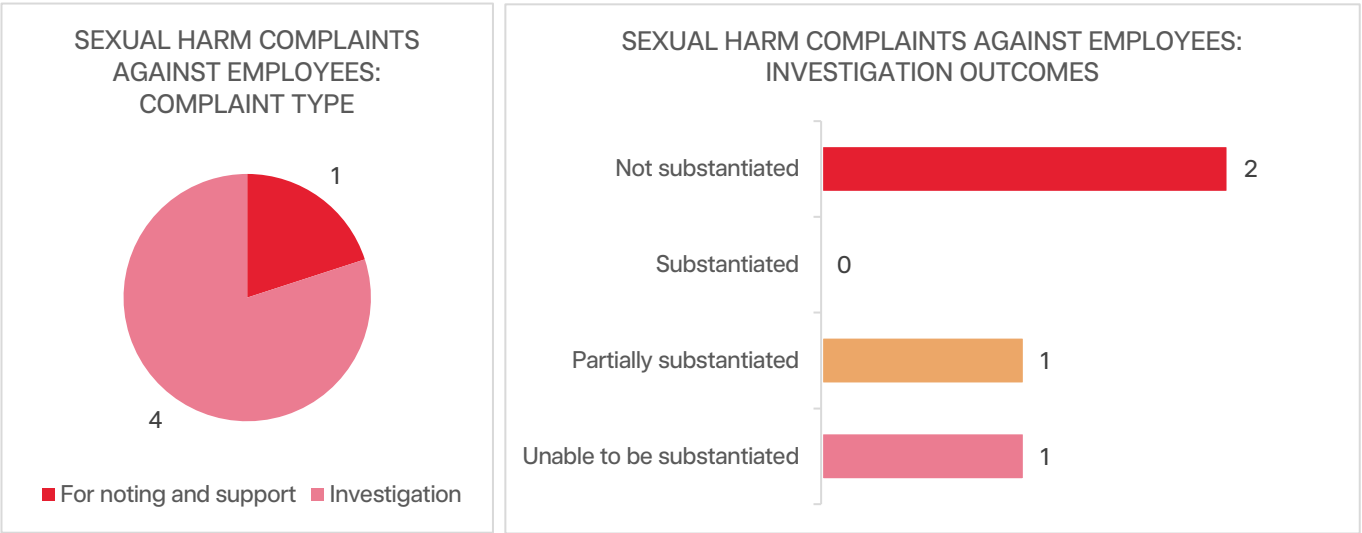
Complaints against employees

There were five sexual harm complaints against Griffith employees, compared to 9 complaints in the last reporting period. Of these complaints:

- 60% of complainants were Griffith employees and 40% were Griffith students
- 40% of complainants identified as female, 20% male and 40% undisclosed
- 60% of respondents identified as male, 20% female and 20% undisclosed
- 40% of complaints were anonymous.



Of the sexual harm complaints that were investigated, two were not substantiated and one was unable to be substantiated as the respondent departed the University before the process concluded. One complaint of sexual harassment was partially substantiated in that it was found to be inappropriate conduct, but not of a sexual nature. The respondent was directed to undertake the employee Code of Conduct training.

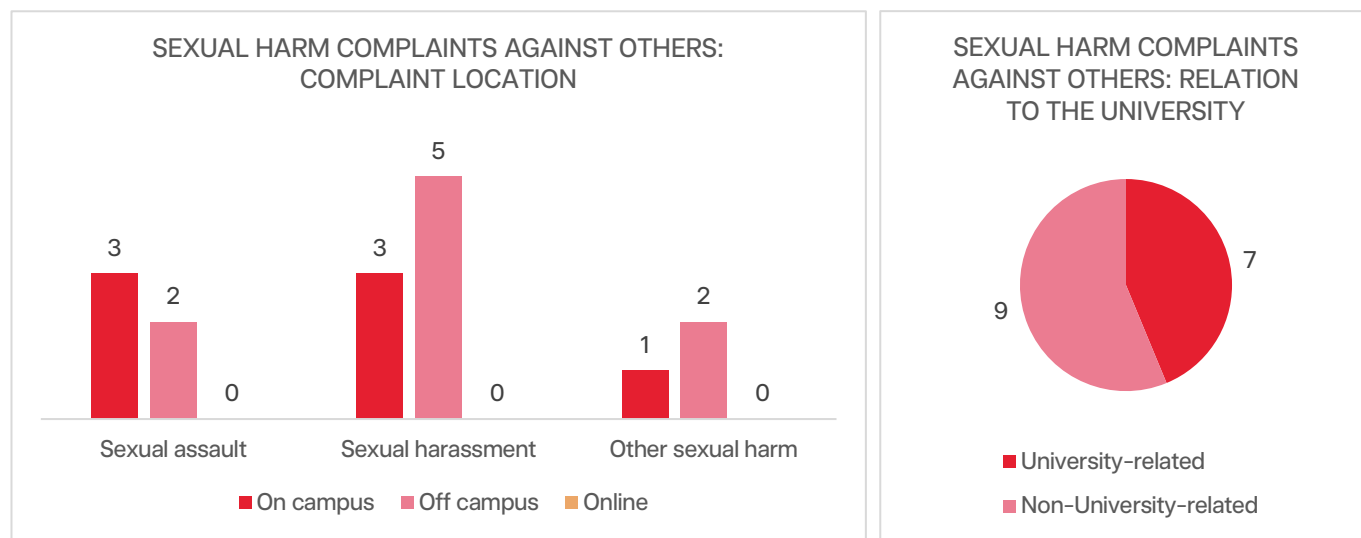


## Complaints against others

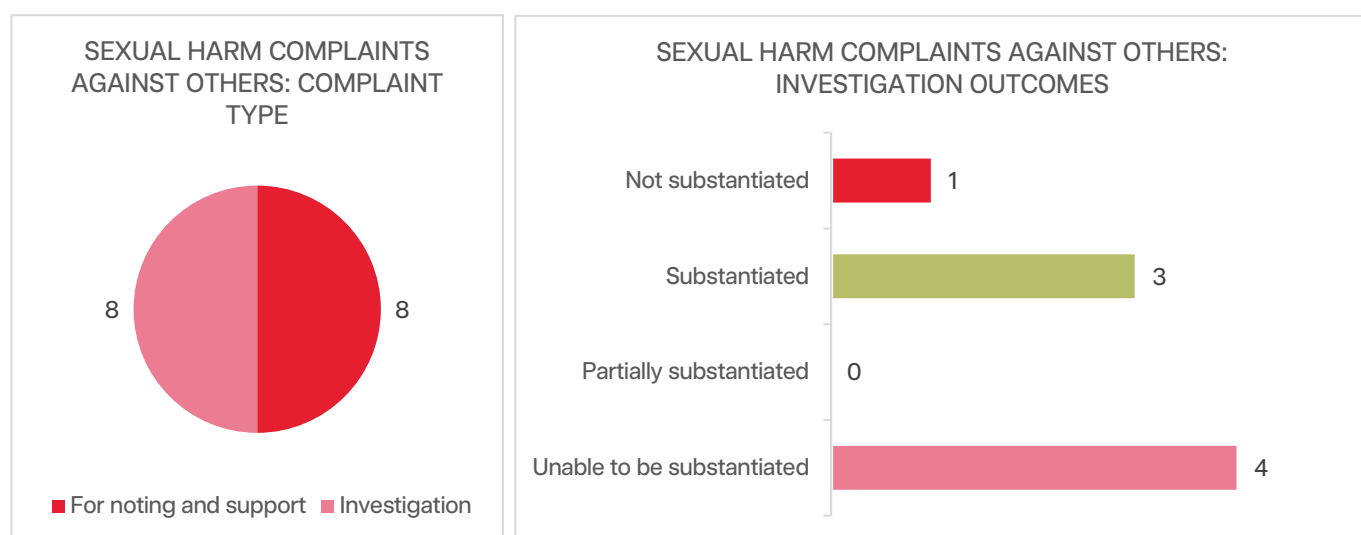
There were 16 sexual harm complaints against former students, members of the public or unknown respondents, compared to 15 complaints in the last reporting period. Of these complaints:

- 82% of complainants were Griffith students, 6% former students, 6% employees and 6% members of the public
- 81% of complainants identified as female, 13% male and 6% undisclosed
- 81% of respondents identified as male, 13% undisclosed and 6% female
- 25% of complaints were anonymous.

Four complaints relating to sexual assault were disclosures, and the remaining complaint was a formal report. All complaints relating to sexual assault that were University-related were investigated.



Of the sexual harm complaints that were investigated, one was not substantiated, and four complaints were unable to be substantiated due to insufficient information. Three complaints were substantiated, including two complaints of sexual harassment and one attempted sexual assault. One respondent, an employee of a third-party service provider, was removed by their employer from providing scheduled services to the University. The University also suspended the use of the third-party provider's services. One respondent was arrested by the Queensland Police at the time of the incident and subsequently prohibited from entering campus. Action could not be taken for one complaint due to the inability to identify the person causing harm.





# The year ahead

## National Code

The *Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Act 2025* takes effect on **1 January 2026**. At the time of preparing this report, the proposed National Code instrument is still being finalised, along with resources from the Department. A proposed National Code instrument was published in February 2024 and has been used to inform the University's business-as-usual operations and preliminary preparation for implementation of the National Code.

### Proposed National Code Standards focus areas

#### Standard 1: Accountable leadership and governance

FOCUS AREA	ACTIONS	STATUS
Whole-of-organisation Prevention and Response Plan	The existing <b>Sexual Harassment and Gender-based Violence Prevention Plan</b> is being expanded to align more closely with the National Code, including a whole-of-organisation assessment identifying risks, enablers and barriers, implementation strategy, gender equality action plan, and outcomes framework to track and measure effectiveness.	In progress

#### Standard 2: Safe environments and systems

FOCUS AREA	ACTIONS	STATUS
Policies, procedures and processes	The Sexual Harm Prevention and Response Policy suite was updated in 2024 to better support person-centric, trauma-informed approaches to prevention and response. This policy, along with associated student and employee policies and procedures, is under review to ensure alignment with the National Code.	In progress

#### Standard 3: Knowledge and capability

FOCUS AREA	ACTIONS	STATUS
Iterative training framework to build knowledge over time	Mandatory training modules for employees and commencing students have been introduced with feedback mechanisms to evaluate knowledge and awareness building. Assessment of external education packages has been undertaken to help inform the development of a Griffith framework.	In progress

#### Standard 4: Safety and support

FOCUS AREA	ACTIONS	STATUS
Expert, tailored response and support for complainants	Employees in response and investigation roles have undergone specialist training in 2025. Work is needed to formalise processes and systems to enhance existing informal risk assessment and safety planning processes in response to gender-based violence disclosures and reports.	In progress

#### Standard 5: Safe processes

FOCUS AREA	ACTIONS	STATUS
Timely communications and timeframes for resolving complaints	The University's current procedures for student complaint resolution fall within the timeframes specified in the National Code. Employee timeframes align with the Enterprise Agreements and	In progress

FOCUS AREA	ACTIONS	STATUS
	will require review. Communication protocols and standards for both complainants and respondents also require formalisation.	

#### Standard 6: Data, evidence and impact

FOCUS AREA	ACTIONS	STATUS
Reporting and measurement requirements	<p>Work is underway to improve data capture and functionality across student case management and reporting systems, including the transfer of student complaint forms and internal workflows to ServiceNow, which is planned for early 2025. Additionally, a holistic review of multiple student and employee complaint processes is being undertaken to ensure person-centred approaches and to identify efficiencies that can improve services.</p> <p>The National Code requires reporting on the University's Gender-based Violence Prevention and Response Plan and its various components every six months to University Council, annually and every two, three and four years to the Department of Education.</p>	In progress

#### Standard 7: Safe Student Accommodation

FOCUS AREA	ACTIONS	STATUS
Safe student accommodation	The expansion of the University's Prevention Plan will ensure student accommodation is accurately represented. The University will continue to work with affiliated student accommodation providers to reflect the National Code in service agreements, student experience and operations.	In progress

