GRIFFITH UNIVERSITY



PREVENTING AND RESPONDING TO GENDER-BASED VIOLENCE

Griffith is committed to providing a safe, respectful and inclusive environment. All workers, including contractors, share responsibility for a safe, respectful and inclusive environment.

WHAT IS GENDER-BASED VIOLENCE?

Gender-based violence and sexual harm are unacceptable. Gender-based violence is any form of physical or non-physical violence, harassment, abuse or threats, based on gender, that results in, or is likely to result in, harm, coercion, control, fear or deprivation of liberty or autonomy.

Put simply, it is when someone hurts, scares, or controls another person because of their gender. It can be physical (like hitting) or not physical (like bullying, threats or making someone feel afraid). It takes away a person's safety and freedom. It can occur on campus, online, or off-site.

YOUR OBLIGATIONS

Compliance is a condition of engagement. You are required to:

Prevent: Promote and model respectful behaviour. Build your understanding of gender-based violence and what drives it, and how you can challenge inappropriate behaviour. Immediately stop unintended Gender-based Violence when informed that the behaviour is causing offence, humiliation or intimidation.

Respond to disclosures: Respond compassionately and appropriately if a disclosure or report of gender-based violence or sexual harm is made. Never stop a person from reporting or threaten consequences for doing so.

Report and refer: Submit a 'Report a Concern' (can be anonymous). If you witness or experience concerning or harmful behaviour, you are expected to take it seriously and report it to the University through Report a Concern.

RESPONDING EFFECTIVELY TO DISCLOSURES OF GENDER-BASED VIOLENCE AND SEXUAL HARM

It can be difficult to know how to respond when someone shares an experience of gender-based violence or sexual harm. Every disclosure is unique, shaped by the individual's circumstances, feelings, and needs. There is no single "right" way to respond—what matters most is creating a safe, supportive and respectful space where the person feels heard and believed. The guidance below offers practical ways to respond in a manner that prioritises the individual's safety, autonomy, and wellbeing.

RESPOND WITH EMPATHY AND CARE

SUPPORTIVE ACTIONS	WHAT THIS MIGHT LOOK OR SOUND LIKE
Listen with care and without interruption	Create space for them to share, at their own pace.
Acknowledge and affirm their courage	You might say, *"Thank you for trusting me with this"* or *"I'm really glad you told me."*
Validate their experience and responses	Reassure them. You might say, "*Your response makes sense*," "*Your reactions are valid*," and "*This is not your fault*."
Provide clear, gentle information about options	Let them know support, medical care, and reporting pathways are available—ask which ones they want to know more about.
Support their autonomy and decision-making	Respect their right to choose what happens next, including whether and when they take further action, or if they choose not to do anything at this stage.
Offer practical support within your role	Ask what would be helpful, for example, *"How can I support you right now?"* and connect them with appropriate services.
Refer to specialist support and/or reporting	Let them know what's outside your scope and offer to assist with reporting or accessing support—this might be a warm referral or providing some information.

THINGS TO AVOID

- × Judging or criticising
- × Taking over
- × Asking "why" questions
- × Assuming you know how they feel
- × Making promises you can't guarantee
- × Making referrals or sharing their identity without consent.



FIND OUT MORE

Familiarise yourself with our Gender-based Violence and Sexual Harm Prevention and Response Policy and Gender-based Violence web page for all you need to know, including reporting pathways and support options.

REPORT A CONCERN

Make an online disclosure or report of gender-based violence for yourself, or on behalf of someone else:

griffith.edu.au/reporting-a-concern

EMERGENCIES

In an emergency, call 000 (triple zero) or 112 from a mobile phone.

If you need help on campus, call the Campus Support Team (security) on 1800 800 707 (free call).

GET SUPPORT

Find services for yourself or someone else experiencing gender-based violence:

griffith.edu.au/safe-campuses/gender-based-violence/reporting-and-disclosure

CRICOS: 00233E | TEQSA: PRV12076