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### Scope

Griffith University is a large and complex organisation where diverse populations including staff, students, and the general public not only interact, but engage in a significantly broad spectrum of work types, activities and environments. All members of the University community have the right to be treated with dignity and respect and to work or study in a safe environment. The University acknowledges that both drivers and risk areas are present within the University community which may increase the occurrence of sexual harassment, assault and gender-based violence.

This Prevention Plan 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, including:

- Work Health and Safety Regulation 2011 (Qld)
- Managing the Risk of Psychosocial Hazards at Work Code of Practice 2022 (Qld)
- Sex Discrimination Act 1984 (Cth)
- Fair Work Act 2009 (Cth)
- Anti-discrimination Act 1991 (Qld)
- National Action Plan Addressing Gender-based Violence in Higher Education (Feb 2024)
- Incoming National Higher Education Code to Prevent and Respond to Gender-based Violence (National Code) \*note: proposed standards only

The University is committed to a whole of organisation approach to sexual harm and gender-based violence, inclusive of identification, mitigation and response to risks and drivers. This approach aims to encompass preventative actions as well as effective responses if harm or violence does occur.

This plan is aimed to provide high level advice and oversight to the approach taken by the University; further detail can be found in attached annexures (including definitions to key phrases within the Plan).

### Addressing the drivers of gender-based violence

Sexual harassment and other forms of gender-based harm are not just an individual problem, but a systemic one. To prevent gender-based violence it is important to understand its drivers. At Griffith, we recognise that gender-based inequalities are drivers of gender-based violence and that gender-based violence behaviours exist along a spectrum which includes the experience of micro-aggression. The University is committed to addressing gender-based power imbalances that perpetuate and compound rigid gender norms and gender-based discrimination and harm.

Griffith University has a longstanding commitment to social justice, including progressing measures to promote gender equality and prevent and respond to sexual harassment, assault and gender-based violence. This commitment is demonstrated through a comprehensive policy suite and governance structure that sets behavioural expectations and drives an inclusive, healthy and safe culture including the current achievement of 50% of total senior staff and leaders being women. The University provides a range of education resources and programs to embed our values and promote behaviours that prevent harm, and encourage students, staff and other community members to report disrespectful and harmful conduct when it occurs.

### Identified risks and controls

The information below is a summary of the key identified organisational level risk areas and controls. These risk areas have been identified by examining the workplace characteristics as well as the standards and requirements outlined in the legislative instruments.

Underpinning this risk assessment is the established Safety Management System at Griffith University which is the framework for capturing risk assessments and the subsequent controls that are put in place (see Annexure 6 for a more detailed outline of the response as it pertains to Sexual Harassment and Gender-based Violence). Further information is accessible to staff via the Psychosocial Hub, to encourage a consistent and collaborative approach to mitigating the risk for all individuals.

#### **Identified risks:**

1. **Lack of awareness of acceptable standards of behaviour** (Stakeholders [including staff, students and other people in the workplace] do not know or understand what behaviour is unacceptable or unlawful.)

#### **Existing Controls:**

- Education programs and resources for students and staff to address the prevention of and response to sexual harassment, assault and other gender-based violence, including initiatives specific to University owned Student Accommodation
- · Communication of behavioural expectations through policy, communications and onboarding activities
- Comprehensive policy suite that promotes an inclusive, equitable, safe and respectful culture at the University, and clearly outline the mechanisms to report disrespectful and harmful conduct, including potential consequences for misconduct.
- 2. **Breach of conduct expectations** (Stakeholders [staff, student or member of community] behave in a way that is unacceptable or unlawful)

#### **Existing Controls:**

• Comprehensive policy and procedure suite outlining the University's response to behaviour that is unacceptable, unlawful and/or constitutes a breach of conduct expectations, whether in relation to University activities or when residing in student accommodation

#### 3. Available supports aren't effective, accessible, widely known or have the potential to cause more harm

#### **Existing Controls:**

- Training and resources for student leaders and employees on responding to disclosures of sexual harassment, assault and gender-based violence
- Comprehensive policy and procedure suite outlining the supports available for students and employees
- · Communications and online resources outlining supports available for students and employees
- 4. Formal processes that are not fit for purpose, have the potential of causing further harm and do not deliver proportionate outcomes

#### **Existing Controls:**

- Comprehensive procedure suite outlining the University's response to student, employee or another person's behaviour that is unacceptable, unlawful and/or constitutes a breach of conduct expectations.
- Specialised teams and services to support students and employees through the reporting and misconduct processes
- 5. Physical environments on campus that contribute to employees, students and others sense of feeling unsafe and/or increase risk of harmful behaviours occurring.

#### **Existing Controls:**

- Established and embedded safety management system and incident reporting processes and procedures,
   maintenance reporting and ticketing system
- Security services across campuses to increase sense of physical safety
- Identification and prioritisation of capital projects that address physical accessibility, inclusion and safety within the existing building environment
- 6. Unclear or inconsistent leadership and governance relating to the identification, management and prevention of sexual harassment and gender-based violence

#### **Existing Controls:**

- · Organisational KPI of gender representation equity in senior staff and leadership roles
- Training and education initiatives undertaken by senior University leadership.
- · Policy and governance frameworks approved and implemented by University leaders
- Regular reporting provided to Council and its subcommittees and the publication of reporting that is accessible
  by employees, students and other community members

### **Future Controls to be Implemented**

Over the initial period of this plan, the following controls will be implemented. These controls have been identified through the risk assessment process and analysis of gaps in the University's current response. Noting these are University level controls, and that individual areas may identify additional controls that are required at a local level. The oversight of these three actions will sit with the Senior Specialist – Wellbeing.

- 1. Develop and deliver an annual communication plan to promote an inclusive, equitable, safe and respectful culture at the University and build awareness of support and reporting options.
- 2. Develop and deliver an assurance framework and activities in line with the existing Safety Management System to ensure consistent and effective reporting and measurement of existing controls. Including assurance regarding the completion and review of local level risk assessments.
- 3. Review existing skills and respond to any identified skill gaps within specialised support teams (as identified in Annexure 3 and listed below) enabling best practice response for all stakeholders across the University.

The established University specialist support teams are the:

- a. Student Safety and Wellbeing team
- b. Staff Health and Wellbeing team
- c. Health and Safety Partner team
- d. Human Resources Business Partner team; and
- e. Workplace Relations team
- f. Student Complaints and Integrity teams

## Reporting and notification

As outlined in the Sexual Harm Prevention and Response Policy, the University encourages individuals to report incidents of sexual harm, including sexual harassment, assault and sex-based discrimination and provides options ranging from anonymous reporting and disclosure to lodgement of formal reports. An employee or student may choose to disclose to a staff member at the University, or can disclose or make a formal report using the Report a Concern online form.

Further, the University recognises that any member of the University Community who experiences sexual harm has the right to report to an external organisation, including the police, and the right to decide not to report.

Further information about reporting and disclosure is available for students and staff through the following resources:

- Student Reports of Bullying, Harassment, Discrimination and Sexual Harm Procedure
- Staff Sexual Harm Response Procedure
- · Resolution of Breaches within GU Residential Colleges
- Safe Campuses website
- Reporting a Concern

### **Consultation and Publication**

Consultation has been undertaken in line with the University's legislative and governance requirements. For details on the steps taken please see Annexure 5 or contact healthandwellbeing@griffith.edu.au.

The Prevention Plan and additional annexures are available for review and feedback via the Prevention Plan Information Hub.

The Prevention Plan is also available via the Griffith University Policy Library.

### **Plan Review**

The review of this plan is a crucial step in ensuring its currency, accuracy and the effectiveness of the control measures listed. There are three triggers for when a review of this Prevention Plan will occur:

1. As soon as practicable after a report of sexual harassment is made

- 2. If a Health and Safety Committee, or Health and Safety representative requests a review
- 3. Every 3 years

Reviews will be undertaken in the following way:

- 1. Referral or request made for review under any of the above three scenarios to the Senior Specialist Wellbeing
- 2. Desktop review of request undertaken to determine scope of review
- 3. Relevant stakeholders will be engaged to conduct review
- 4. If appropriate, consultation will be undertaken with key stakeholders
- 5. Any recommendations or updates to this plan will be approved by the Vice Chancellor, or a delegate nominated by the Vice Chancellor
- 6. Any updates to this plan will be communicated to all staff and students and made available via the policy library and Safe Campuses website

