

Roles and Responsibilities

The roles and responsibilities are stipulated within the Queensland WHS Act and Regulations are summarised below. Noting the proposed National Code could introduce additional requirements and this plan will be updated in line with those changes as required.

Role	Responsibility
Vice Chancellor	<p>Risk Owner and in this instance, obligations outlined in alignment with PCBU (Person Conducting Business or Undertakings)</p> <p>Must ensure, so far as reasonably practicable, the health and safety of anyone engaged to work at the University, as well as ensuring the health and safety of other persons from work or activities undertaken as a part of the business arising within the University.</p>
Provost, Senior Leaders & People Leaders (or any other role with similar responsibilities within the University)	<p>Responsibilities aligned to role of Officer within the legislation.</p> <p>Must ensure that the PCBU is complying with health and safety obligations. Including understanding the nature of the work conducted at the University, the hazards and risks associated with those activities, and ensuring compliance with the risk management approach in reducing the risk as far as reasonably practicable.</p>
Staff member	<p>Staff members must take reasonable care for their own health and safety and that they are not adversely affecting the health and safety of other persons.</p> <p>Staff must comply, so far as reasonably practicable, with any reasonable instructions given by the University or an officer of the University.</p> <p>Staff must co-operate with any reasonable policy or procedure within the University relating to health and safety which has been notified.</p>
Students	<p>Students must take reasonable care for their own health and safety and that they are not adversely affecting the health and safety of other persons.</p> <p>Students must comply, so far as reasonably practicable, with any reasonable instructions given by the University or an officer of the University.</p>
Other persons in the workplace	<p>Any other person undertaking activities within the University must take reasonable care for their own health and safety and that they are not adversely affecting the health and safety of other persons.</p> <p>Any other person undertaking activities within the University must comply, so far as reasonably practicable, with any reasonable instructions given by the University or an officer of the University</p>

Definitions

Please see key concepts, definitions and examples related to gender-based violence in Table 1 below. Note that these may not be full definitions as featured in legislation or policy but are here to assist in understanding the Prevention Plan. Please consult Griffith policies and legislation if you need full definitions.

Table 1: Key concepts, definitions and examples related to gender-based violence

Concept	Definition	Example (s)
Gender-based violence	Violence used against someone because of their gender. Rooted in gender-based power inequities, rigid gender norms & gender-based discrimination.	Women and LGBTIQ+ communities experiencing higher levels of domestic and family violence.
Sexual harm	Unwanted, behaviour of a sexual nature. A term intended to capture a broad range of behaviours.	Sexual assault or rape or other unwanted sexual behaviour (in person or online communication)
Sexual harassment	Includes any unwelcome or unsolicited conduct of a sexual nature that is offensive, humiliating, intimidating or threatening.	Sexually suggestive comments or jokes that offend or intimidate. Intrusive questions about a person's private life or physical appearance.
Sex-based harassment	Includes any unwelcome or unsolicited conduct of a sexual nature that is offensive, humiliating, intimidating or threatening.	Making sexist, misogynistic and misandrist remarks about a specific person.
Hostile work environment	Creating an environment that a reasonable person would find offensive, intimidating or humiliating to a person on the basis of their sex.	Displaying obscene or pornographic materials, general sexual banter, innuendo or offensive jokes that result in a person of a certain sex feeling unwelcome or excluded.
Discrimination	Treating a person less favourably than another person because of a protected attribute.	A man being offered a job over a woman because she has flexible working arrangements due to her family responsibilities. A trans woman loses her job after coming out as trans at work.
Harassment	Repeated behaviour that is offensive, humiliating, intimidating or threatening.	Continuously asking someone at work on a date, when they have already said no. Threatening someone because they are gay. Deliberately and repeatedly misgendering someone, using incorrect pronouns or deadnaming to demean or belittle.
Vilification	In Queensland, a person must not, by a public act, incite hatred towards, serious contempt for, or severe ridicule of, a	Making posts online inciting hatred towards people on the basis of race,

	person or group of persons on the ground of the race, religion, sexuality, sex characteristics or gender identity of the person or members of the group.	religion, sexuality, gender identity or sex characteristics.
Victimisation	Causing or threatening a detriment to someone.	Threatening to fire someone who agreed to be a witness in a sexual harassment case.
Adverse Action	Threatens, organises or takes action to dismiss, injure, alter the position or discriminate for discriminatory reasons.	Refusing to employ a prospective employee because they wish to breastfeed at work.
Micro-aggression	The everyday slights, indignities, put-downs and insults that members of marginalized groups experience in their day-to-day interactions with individuals who are often unaware they have engaged in an offensive or demeaning way	Giving or receiving comments such as "you'd look prettier if you smiled more" based on the gender or identity of that person.

