What is Gender-based violence?

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.

Gender-based violence behaviours occur on a spectrum; some behaviours are criminal acts, such as sexual assault, rape, and intimate partner violence.

Gender-based violence can have significant effects. If you have experienced gender-based violence, support is available.

Our support teams understand the impacts of violence and abuse. They work with each person in an empowering and strength-based way, to assist manage distress and recover from trauma.

How can I get support for gender-based violence at UNSW?

Support for students

Students can:

- use our Gendered violence portal to access support, or
- email reportgenderedviolence@unsw.edu.au or
- phone (02) 9385 5418 Monday to Friday from 9am to 5pm.

Students can also access confidential after-hours mental health support by:

- phone 02 9385 5418 or
- text 0485 826 595

5 pm -9 am, Mon-Fri and 24/7 on weekends and public holidays.

Support for students is provided by the Gendered Violence Response Team. This team comprises specialist mental health clinicians within our Psychology and Wellness team. They provide holistic, trauma-informed and wraparound psychological support that can include a range of supports depending on the student needs.

Support for Workers

Workers can use the Gendered violence portal or email reportgenderedviolence@unsw.edu.au to access support from the Safer Communities Psychosocial Risk Adviser.

Workers who are our employees can access confidential support, 24/7, from UNSW Employee Assistance Services by phone or chat and can also access a specialist Domestic and Family Violence EAP support service by phoning 1300 338 465.

Members of the public

Members of the public can disclose concerns about UNSW community members via our Gendered violence portal.

Members of the public will be provided with referrals to external support services, and information about report handling options at UNSW if their concern relates to a Student or Worker.

"In this document, 'Worker' has the meaning used in the National Code. It includes employees, contractors, sub-contractors, employees of contractors and sub-contractors, volunteers and labour hire workers.

What do I do in an emergency?

Off Campus

Anywhere in Australia

In an emergency or life-threatening situation, please phone Triple Zero (000).

Overseas

International SOS coordinates support for students and employees travelling internationally for UNSW activities.
Email: sydney@internationalsos.com

Sydney Assistance Centre (24-hour): +61 2 9372 2468

On Campus

UNSW Sydney

- Phone: 02 9385 5418

Contact UNSW Protective Services via the SafeZone App or on 02 9385 6666 in relation to safety concerns on UNSW campuses (unless on Canberra campus).

UNSW Canberra

- Select from the Emergency Information in relation to Canberra Campus:
- Australian Federal Police (AFP) - 131 237;
- Emergency Services: Police, Ambulance, Fire Brigade – 000;
- Wilsons Security - 0466 856 355;
- ADFA Duty Officer (afterhours) - 0418 413 035.

Where can I seek support outside of UNSW?

- **1800RESPECT** – 1800 737 732, text – 0458 737 732, online chat service – 1800RESPECT, or video call)

  Free, confidential 24/7 counselling, information, and referral service for anyone in Australia impacted by domestic, family and sexual violence including people supporting a friend or family member
- **Full Stop Australia** - 1800 385 578 sexual, domestic and family violence response and recovery services.
- **Royal Prince Alfred Hospital Sexual Assault Service,** 24 hours – Monday to Friday T: 02 9515 9040, After hours: 02 9515 6111
  Ground Floor, KGV Building Royal Prince Alfred Hospital Missenden Rd, Camperdown,
  Counselling and medical service for people aged 14+ who have been sexually assaulted.
- **Rainbow Sexual, Domestic and Family Violence Helpline -** 1800 497 212
  trauma counselling provided by counsellors who have completed specialist training by ACON.
- **13YARN** - 13 92 76
  24/7 confidential one-on-one yarning opportunity with an ATSI crisis support worker, for mob who are feeling overwhelmed or having difficulty coping.
- **Police assistance line** in NSW or the ACT – 131 444 or if you are interstate – 02 5127 0051
  You may also choose to complete an online SARO (Sexual Assault Reporting Option) form and email it to SARO@police.nsw.gov.au.
- **eSafety Commission** receives reports of abuse including technology assisted gender-based violence.
- For further support options, please refer to Support - Safer Communities.

Preventing and Responding to Gender-based Violence at UNSW Policy

Purpose and Scope

1. Gender-based violence is unacceptable

1.1 Gender-based violence is unacceptable and we are committed to preventing it across all levels and operations of the University including academic, learning, teaching, research, professional, residential, and social environments.

At UNSW we:

- **Stop** Gender-based violence through prevention, education and cultural change.
- **Empower** our community with knowledge, skills and confidence to recognise and question harmful behaviours, intervene safely and contribute actively to a respectful and safe culture.
- **Support** those affected, with trauma informed confidential services and clear reporting pathways.

2. We promote gender-equity

2.1 We acknowledge that gender inequality is one of the drivers of Gender-based violence. In this context, our leaders play an important role in promoting gender equity, by supporting implementation of our **Gender Equity Strategy 2024-2028**, and modelling behaviours which support gender equity; modelling our Code of Conduct and Values; and in committing to their responsibilities under the National Code.

2.2 Disadvantage and discrimination can overlap to increase vulnerability to Gender-based violence and create barriers to seeking help. This reduces the visibility of experiences of harm.

3. Who does this policy apply to?

3.1 We are proud of our diverse community. This Policy applies to the UNSW Community, being:

(a) Students;

(b) UNSW employees

(c) UNSW visitors

(d) Leadership

(e) Affiliates

(f) Affiliated Organisations

(g) Affiliated Student Accommodation Providers

(h) all other individuals, entities and/or groups (including their employees, subcontractors and members) that:

(i) have agreed to comply with our Code of Conduct and Values; or

(ii) carry out work for us; or

(iii) conduct activities on our behalf (including relevant controlled entities); or

(iv) operate on, use or lease our land or facilities.

3.2 This policy starts on 1 January 2026.

4. Purpose

4.1 The purpose of this Policy is to:

(a) prevent, minimise and bring awareness to Gender-based violence affecting the UNSW Community

(b) support people who disclose Gender-based violence to us, and provide information about support options including

(i) support, wellbeing and safety services;

(ii) academic support to achieve educational outcomes; and

(iii) workplace adjustments to maintain employment;

(c) ensure that our responses are trauma-informed

(d) be consistent with the requirements in the National Code; and

(e) ensure that UNSW owned, operated, managed or affiliated student accommodation is safe.

5. Relationship to other documents

5.1 This Policy is supported by and is in addition to the rights and obligations set out in the Supporting documents in section 21.

Principles

6. What is Gender-based violence?

6.1 Gender-based violence means any form of physical or non-physical violence, harassment, abuse or threats

(a) that is based on gender; and

(b) that results in, or is likely to result in, any:

(i) harm;

(ii) coercion;

(iii) control;

(iv) fear;

(v) deprivation of liberty; or

(vi) deprivation of autonomy.

6.2 Violence is based on gender if it is perpetrated because of a person's gender, gender expression or sexual orientation.

7. Factors that contribute to Gender-based violence

7.1 Gender-based violence predominantly affects women and disproportionately affects First Nations people, culturally diverse communities, people with disability and people of diverse sexual orientation and gender identity. **However, it can occur to anyone, and everyone in our community shares responsibility for preventing it.**

7.2 Gender-based violence arises from harmful attitudes, beliefs, stereotypes or behaviours about gender and gender diversity; it also arises due to gender inequality, because it relates to power imbalances in society. People are not treated equally because of gender.

7.3 We recognise that gender equity prevents Gender-based violence. Gender equity refers to establishing systems and environments which are accessible and fair to all genders – where women and gender-diverse community members from all backgrounds are represented, recognised, and supported to succeed, with equal access to opportunities, resources and support.

Prevention

8. Training

8.1 We will implement education programs to prevent and respond to Gender-based violence. These programs will align with our Whole-of-Organisation Gender-Based Violence Prevention and Response Plan and Outcomes Framework (**Plan**).

8.2 Student and Worker training will include guidance to recognise and respond to Reports of Gender-based violence.

8.3 We will evaluate education and training effectiveness and update content based on emerging evidence and feedback, ensuring continuous improvement in prevention and response capability.

9. Active and ethical bystander intervention

9.1 A person is a bystander if they witness an event that they believe is disrespectful or harmful.

9.2 Consistent with our ***Code of Conduct and Values***, we encourage bystanders who witness Gender-based violence to intervene respectfully, if it is safe to do so.

10. Reporting and data collection

10.1 We manage reporting, information and record-keeping with a commitment to privacy, accuracy and legislative obligations.

10.2 We gather data to assist identify trends related to Reports about Gender-based violence. Data collection approaches will be trauma-informed, prioritising safety and empowering a reporter to choose what information they share.

11. Declarations required

11.1 Prospective UNSW employees must declare during recruitment whether they have previously:

(a) been investigated for an allegation of Gender-based violence; or

(b) been determined by a previous employer, during an engagement as a contractor or in a legal process, to have engaged in conduct that constitutes Gender-based violence.

11.2 Student Accommodation Workers must declare during recruitment and on commencement of this Policy whether they have previously:

(a) been investigated for an allegation of Gender-based violence; or

(b) been determined by a previous employer, during an engagement as a contractor or in a legal process, to have engaged in conduct that constitutes Gender-based violence.

11.3 A manager must consider

(a) any information provided under clause 11.1 or 11.2; and

(b) risks arising to the health and safety of the UNSW Community and, for Student Accommodation Workers, the safety of Residents of Student Accommodation;

when deciding

(c) if a person is suitable for a position, or

(d) whether action is required to protect a Resident of Student Accommodation if the person is a current Student Accommodation Worker.

11.4 When deciding if an employee is suitable for promotion, reward or recognition, their manager will consider any substantiated allegation of Gender-based violence in the course of their employment. If a person is working in Student Accommodation this will apply to any Worker, not just employees.

11.5 Our employees must declare any existing or previous intimate relationship with:

(a) another employee where they have supervisory or other decision-making authority in relation to that employee; and

(b) a Student, where an employee has any academic or other decision-making responsibilities in relation to that Student.

11.6 Student Accommodation Workers must declare any existing or previous intimate personal relationship with a Resident.

11.7 If an employee or Worker provides a declaration in accordance with 11.5 or 11.6, they must prepare a Conflict-of-Interest Management Plan for consideration and approval by their manager.

Procedures

12. Reports

12.1 Principles

(a) We are committed to providing multiple safe, respectful and accessible pathways for members of the UNSW Community to share information about a person's experiences of Gender-based violence (**Report**).

(b) These pathways are designed to uphold the dignity, agency and wellbeing of Reporters and are referred to in this Policy as Gender-based violence reporting pathways.

(c) Reports can lead to different outcomes. People can:

(i) choose to Report to seek support, access to study, work or other assistance;

(ii) choose to make a Report to request an investigation in relation to the Report;

(iii) choose to Report to request alternative management; or

(iv) choose to seek support and investigation, or alternative management response to their Report. Support will be offered in all situations.

12.2 Gender-based Violence Reporting Pathways

Gender Based Violence Reporting Pathways are:

(a) For employees, Reporting the Gender-based violence to your manager or your People & Culture Business Partner, or submitting a report via the Gendered violence portal.

(b) For Students, submitting a Report in the Gendered violence portal, or Reporting the Gender-based violence to any team member in our Conduct & Integrity team.

(c) Where there is any uncertainty about how information about an experience of Gender-based violence is best responded to by us, our employees who receive the information will confirm the intention of the person providing the information to us and will consider that intention along with the safety and wellbeing of Students and Workers.

12.3 Anonymous Reports

(a) A person can choose to Report **anonymously. In an anonymous Report,** the identity of the person who has experienced Gender-based violence or the individual making the Report is not provided.

(b) If an anonymous Report is submitted via Gender-based violence reporting pathways:

(i) our support services will offer assistance where it is possible to respond to the anonymous communication, while respecting the reporter's choice to remain anonymous;

(ii) our ability to respond to anonymous Reports may be limited, depending on the nature and detail of information provided;

(iii) we will make every reasonable effort to protect the identity of the person affected, where anonymity is requested. However, in some cases, the information shared may inadvertently reveal identifying details; and

(iv) where possible, we will provide information about the impact on our ability to investigate a Report due to limitations on the ability to communicate, or the desire to remain anonymous.

12.4 Assistance in making a Report

(a) A person may obtain assistance in making a Report:

(i) for Students:

- Gendered violence support
- Student Support Team
- Psychology and Wellness counselling service;
- Survivor Hub (a survivor-led peer support group that meets regularly on and off campus)

(ii) For employees:

- Employee Assistance Program which offers free, confidential 24/7 counselling services through Converge International

(iii) For all, from:

- a counsellor; or
- a support person.

13. Safety measures

13.1 Safety

(a) Sharing of highly sensitive personal and health information must comply with our *Information Governance Policy* and must be limited to the extent that is reasonably necessary to maintain the health and safety of all Students and Workers, and comply with any legal obligations.

(b) If any Student or Worker is known to have experienced Gender-based violence, others should respect any preference they have not to disclose their experience. However, if their circumstances present a risk to the safety of any member of the UNSW Community, Students or Workers can seek information about managing safety by reporting using the Gendered violence portal, without identifying the people involved.

(c) Workers who receive information about Gender-based violence occurring during any UNSW activity or on our premises should make a Report via the online Gendered Violence Portal. This Report does not need to identify the people involved.

(d) Students are encouraged to Report any incidents of Gender-based violence that they experience or witness, particularly if an incident occurs during UNSW activities or on our premises. Students are provided with access to confidential counselling and psychology services via our Psychology and Wellness team, and these will be promoted as a service that could assist people affected and witnesses to respond to any incidents.

(e) Making a Report of Gender-based violence enables us to:

(i) improve safety and security across the UNSW Community;

(ii) identify areas of concern requiring targeted communication, engagement or intervention; and

(iii) monitor impact and continuously improve prevention and response programs.

13.2 Privacy and confidentiality

(a) Privacy and confidentiality of Reports will be managed according to our *Information Governance Policy*, *Privacy Management Plan* and as required by law.

(b) We will not enter into an agreement with a Reporter which could have the effect of requiring the Reporter to keep their experience of Gender-based Violence confidential unless the Reporter asks us to do this.

(c) We will only allow relevant employees to access personal information regarding Gender-based violence to:

(i) take actions and responsibilities described in this Policy and the Complaints Management and Investigations Policy and Procedure;

(ii) meet our legal obligations, including the positive duty to take reasonable and proportionate steps to eliminate sex discrimination, sexual harassment, harassment on the ground of sex in the workplace and hostile work environments under the *Sex Discrimination Act 1984* (Cth).

(d) Personal information will only be disclosed where:

(i) the individual concerned was notified at the time of collection that the information would be disclosed in that manner; or

(ii) the individual concerned expressly consents to sharing the information; or

(iii) we are legally required or authorised to disclose the information.

13.3 Identify, manage and monitor risks

(a) A risk assessment of a Report of Gender-based violence must identify, manage and monitor risks, particularly those affecting the safety of the Reporter.

(b) In Student Accommodation settings, this assessment must occur within **48 hours** of the Report, and should be conducted by staff or an external service with appropriate expertise. Where risks are identified, Student Accommodation Workers will promptly implement any safety measures. These may include referring a student for relocation, alternative accommodation arrangements or other tailored supports to mitigate harm.

(c) In UNSW more broadly, safety measures that are reasonable and proportionate to the circumstances will be put in place. These may include restriction of any contact or access to UNSW Workers and services including our campuses, premises and/or digital platforms.

(d) Risk assessments related to Gender-based violence Reports will be monitored for any changes to circumstances that require additional safety measures are put in place.

13.4 Protection from victimisation

(a) Victimisation refers to treating someone badly or unfairly, to punish them. It can include isolating a person, threats, intimidation, or providing unfavourable work or study conditions.

(b) Victimising someone who has reported an experience of Gender-based violence or responded to a Disclosure of Gender-based violence, is unacceptable and may result in disciplinary action.

(c) We will make all reasonable efforts to protect individuals from victimisation due to making a Report, or responding to a Report of Gender-based violence.

(d) Any instances of victimisation may require an amendment to the risk assessment related to the specific Report and that additional measures be put in place.

14. Support

14.1 What to do in an emergency

Support is available to any member of the UNSW Community affected by Gender-based violence including Reporters, Respondents, Bystanders, employees managing investigations, witnesses or any person otherwise impacted by Gender-based violence (in this section referred to as "**you**").

Emergency

(a) In an emergency or life-threatening situation, you can phone Triple Zero (000). If unable to call emergency services, you can contact our Protective Services team on 02 9385 6666.

UNSW Campus Services

(b) If you are on campus, call Protective or security services. They can help emergency services to find you and enable access for emergency vehicles.

UNSW Sydney

(i) Phone: 02 9385 5418

(ii) Contact UNSW Protective Services via the SafeZone App or on 02 9385 6666 in relation to safety concerns on UNSW campuses (unless on Canberra campus).

UNSW Canberra

(iii) Select from the Emergency Information in relation to Canberra Campus:

- Australian Federal Police (AFP) - 131 237;
- Wilsons Security - 0466 856 355;
- ADFA Duty Officer (afterhours) - 0418 413 035.

Students and staff overseas

(c) International SOS coordinates support for Students and employees for UNSW activities overseas. They may also assist with the charge-back of any insurable costs that may be incurred.

(d) Sydney Assistance Centre (24-hour): +61 2 9372 2468, email: sydney@internationalsos.com

14.2 What support is available?

(a) Our support services provide respectful and compassionate responses to individuals who Report experiences of Gender-based violence.

(b) We will offer support and assistance to any person who is a UNSW community member:

(i) who directly experienced Gender-based violence,

(ii) who Reported and/or witnessed Gender-based violence; and/or

(iii) who participates in an investigation into a Report.

<u>Tailored support plan</u>

(c) We will ensure that Reporters who are our students or employees can work with specialist staff to develop a tailored support plan which is developed in accordance with section 4.6 of the National Code and:

(i) responds to Reporter safety and wellbeing needs if agreed by the Reporter; and

(ii) ensures the Reporter has urgent access to an Accredited Specialist when needed and/or requested.

(d) Tailored support plans may include:

(i) risk assessment and safety planning;

(ii) academic support to help students impacted by Gender-based violence achieve their educational outcomes;

(iii) workplace adjustments to support our employees to continue their employment and/or engagement and career progression;

(iv) connection of students with Psychology and Wellness and/or employees with the Employee Assistance Program;

(v) peer support options;

(vi) assistance with enforcing legal protection orders; and

(vii) referrals to external services, based on the Reporter's preferences.

(e) In Student Accommodation settings, this will occur **within 48 hours**.

(f) Members of the public will be referred to external services for support.

14.3 Specific support available for Workers affected by relationship or domestic violence

(a) We recognise Workers may experience violence or abuse in their personal life that may have a significant impact on their lives and may affect their attendance and/or performance at work. We are committed to providing compassionate, confidential, and practical support to help Workers maintain work in a safe and healthy work environment.

(b) Workers who are experiencing or have experienced domestic violence:

(i) will be consulted before we make a Report to any third party about the circumstances if we consider it is necessary for the Worker's safety; and

(ii) has various support options, including:

- asking for support via the Gendered violence portal;
- *for employees:* speaking to their direct manager, or a more senior manager in their area. A manager or senior manager should contact their People & Culture Business Partner to seek advice.
- *for employees:* Contact People & Culture Business Partner to provide confidential advice and coordinate support
- *for employees:* connecting with our Employee Assistance Program;
- obtaining advice and support from a representative such as a union, legal advisor, domestic violence support service or counselling professional.

(c) All Workers involved in providing support to Workers experiencing domestic violence (either directly or as a support person) must endeavour to maintain the privacy of Workers involved, taking into account the health and safety of Workers, and any legal obligation to disclose.

(d) Support will be tailored to the affected individual's needs and circumstances, with consideration for their work unit context. Available support may include:

(i) Flexible work arrangements;

Employees may request, or be offered flexible work arrangements such as:

- Flex Place – adjusted location of work
- Flex Schedule – varying start and finish times
- Flex Hours – compressed work week or part-time work
- Flex Role – job and role sharing
- Payment of salary into multiple accounts
- Use of flex-time (for professional staff) in accordance with Enterprise Agreement provisions.

(ii) Additional safety measures:

- We will co-operate with all legal protection orders (e.g. Apprehended Violence Orders) and ensure privacy is maintained to the greatest extent possible, consistent with legal obligations.

- No information about a legal protection order should be kept on a Reporter's personnel file without their permission.
- When one of our employees requests support due to family or relationship violence, we will support them with the appropriate expertise and training, including preparing a safety plan in collaboration with them.
- Safety plans are only valid if our employee impacted by violence has agreed and provided consent.
- Safety plans may be developed with the relevant required parties including our impacted employee, their supervisor, People & Culture and potentially UNSW Security, IT, reception or external services. Plans are reviewed regularly and include emergency contact updates.
- A safety plan documents actions and referrals to assist our employee to engage in work safely. Safety plans include a risk assessment.

  When developing a safety plan, the following should be considered:

  a. the plan should be reviewed by the UNSW employee who has experienced Gender-based violence and UNSW support staff on a regular basis; or if new information becomes available, or action is taken which may change risk (for instance, the person impacted leaves a domestic violence relationship).

  b. the UNSW employee's emergency contact details must be kept up to date.

  c. all reasonable attempts should be made to ensure the UNSW employee is able to maintain their normal work pattern and conditions to minimise the impact on them and others.

  d. when there are legal orders (e.g. Apprehended Violence Orders) the plan may be required to conform with the orders.

  e. consultation with other areas within UNSW such as Protective Services and ICT. This will be coordinated by our support staff. Only information required to support safety should be shared.

  f. actions that are to be taken if an employee has not attended work and cannot be contacted as expected.

- 1800RESPECT, and local specialist Family and Domestic Violence support services are available to assist with the development of safety plans if required.
- Supervisors and senior managers may approve leave, flexible arrangements and safety plans, but are not permitted to act on behalf of, or as an advocate for, employees.

(iii) **Leave options** - time away from work to attend appointments, court, or make care arrangements);

Any of our employees who are directly affected by family or relationship violence, or employees supporting someone who is affected, can access:

- family and domestic violence leave in accordance with the National Employment Standards;
- up to 10 days of additional paid leave as outlined in the Academic Enterprise Agreement (section 37) (2023) and Professional Staff Enterprise Agreement (section 42) (2023).

Other leave options may include:

- medical leave;
- carer's leave;
- compassionate leave;
- witness leave;
- annual leave; and
- long service leave.

If paid leave has been exhausted, our employees can also apply for leave without pay or request additional leave from the Chief People Officer.

Leave applications and any related records must be handled and stored confidentially.

(iv) Assistance with accessing counselling or alternative accommodation.

(v) Our employees can request that we consider other forms of support. Information about UNSW support and external support for staff experiencing domestic or relationship violence can be found above.

14.4 UNSW Community members concerned about their own behaviour

(a) UNSW Community members who think that their behaviour may be Gender-based violence can seek support related to any need for behavioural change. They can make a Disclosure through the Portal to seek support and resources. However, it is critical to note that self-Disclosure does not necessarily mean we will not need to investigate a Report of Gender-based Violence where it occurs on campus or with a sufficient connection to our operations or activities.

14.5 Support for Respondents

(a) Support can be offered to Respondents who are UNSW Community members in relation to Reports about Gender-based violence that relate to them. The UNSW employee providing support to a Respondent cannot be the same person as the UNSW employee providing support to the Reporter.

(b) Confidentiality may be reasonable and necessary in certain circumstances as expressed in our Enterprise Agreements.

(c) Where the Respondent is a student, section 4 of the Student Wellbeing and Safety Policy may apply.

(d) Support offered to Respondents in relation to Reports will align with requirements of the National Code, the relevant Enterprise Agreement (if applicable) and the Student Wellbeing and Safety Policy.

(e) Support provided may include referral to external organisations with appropriate expertise.

15. Alternate management pathway

(a) There are multiple pathways for managing Gender-based violence.

(b) Alternate management pathways negotiated with a Case Manager is an option for proportionate and reasonable management of a report of Gender-based violence where:

(i) an investigation is not required; and

(ii) a person who has experienced Gender-based violence requests an alternate management pathway.

(c) It is important to seek the views of a person who has experienced Gender-based violence to help to determine a reasonable and proportionate alternate management pathway.

(d) UNSW may seek expert advice about appropriate alternate management of a report, given the circumstances reported and the views of the person who has experienced Gender-based violence.

(e) Alternate management pathways can include several options that may be delivered individually or in combination with other measures and support. Options can include:

(i) educative interviews;

(ii) training;

(iii) restorative justice, if specialist staff have the appropriate expertise to support this approach.

(f) The following representatives can recommend referral of a matter for an alternate management pathway:

(i) in the case of a Respondent who is a Student – Conduct and Integrity;

(ii) in the case of a Respondent who is one of our employees – Employee Relations;

(iii) in the case of a Respondent who is a Third-Party Contractor or Worker of a Third Party Contractor – Legal & Compliance.

Where a Respondent represents more than one of the categories listed in i), ii) or iii), the relevant representatives will work together to manage the alternate management pathway.

(g) Where a report has been referred to an alternate management pathway, and a Respondent is our employee, a Case manager will provide advice about the alternate management pathway to the Respondent's supervisor, who will notify the Respondent.

16. Investigations

16.1 Relationship with other documents

To the extent of any inconsistency between this Policy and the *Complaints Management and Investigations Policy and Procedure* this Policy will apply.

16.2 Investigation of Reports

(a) When a Report is made:

(i) we will seek and consider the Reporter's views before progressing a Report to investigation;

(ii) however, if we consider it is necessary to protect the safety and wellbeing of our students and Workers, we will investigate a Report made through Gender-based violence Reporting Pathways. The investigation will be conducted in accordance with *Complaints Management and Investigations Policy and Procedure* and any applicable Enterprise Agreement.

(b) Reasonable efforts will be made to:

(i) inform the Reporter of the reasons for the decision to progress the Report to investigation; and

(ii) seek the permission of the Reporter, or the person impacted, if they are not the same person.

16.3 Undertaking the investigation

(a) Where it is determined that an investigation will commence into a Report:

(i) a risk assessment will be undertaken before sending written notifications about the investigation starting;

(ii) after the risk assessment is complete, written notification will be sent to the Reporter and then to the Respondent on the same date.

(b) Workers engaged to undertake investigations of Reports must have relevant experience and expertise, including in:

(i) how to respond effectively to people who have experienced or engaged in Gender-based violence, including consistently with trauma-informed and person-centred approaches,

(ii) the effects of trauma,

(iii) competency in working with specific cohorts, including First Nations people, culturally and linguistically diverse communities, people with disability and people of diverse sexual orientation and gender identify,

(iv) Procedural Fairness,

(v) Taking and recording statements;

(vi) Handling Reports.

(c) The investigation process and decision-making will be person-centred. We are committed to respecting the Reporter's dignity and supporting their healing. We will do this by genuinely considering the Reporter's wishes and the impact that decisions may have on them, while at all times ensuring the safety and wellbeing of other Students and Workers.

(d) All parties will be provided an opportunity to have a support person present when asked about matters as part of the investigation.

(e) We will not require the Reporter or Respondent to provide physical evidence relating to Gender-based violence.

(f) Resolutions will be taken into account in relation to processes associated with the *Conferring Academic Titles Policy*, the *Academic Promotions Policy and Procedure* and our *Recruitment and Selection Policy*.

(g) A UNSW Community member making a Report to us in relation to an incident of Gender-based violence can also make an external Report, for instance to NSW Police, the eSafety Commissioner, or the National Student Ombudsman.

(h) The Reporter will receive written notice (unless the Reporter has requested not to receive written notice) on the same day that the Respondent is notified about the outcome of any disciplinary process or sanctions, reasons for the outcome and the right to make an internal or external review. A risk assessment will be undertaken before sending written notifications, to mitigate any potential of further harm.

(i) Appeals will be managed in compliance with the National Code and our *Complaints Management and Investigations Policy and Procedure*.

17. Reporting and record-keeping

(a) We provide necessary and accurate information to the Department of Education Secretary in the prescribed form, manner and timeframe including an Annual Gender-based Violence Prevention and Response Report that meets the requirements of the *Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Act* 2025 (Cth) (Division 3, 47 (2) and Standard 6 of the National Code).

(b) We will notify the Department Secretary of changes to information or other events in accordance with sections 23(1)-(2) of the *Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Act* 2025 (Cth).

(c) The Annual Gender-based Violence Prevention and Response Report will be shared with our Council and analysis of results will inform revisions to this Policy and any targeted amendments of our processes, systems, communications, education and training.

(d) We maintain records of documents that demonstrate compliance with the *Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Act* 2025 (Cth) and the National Code in a manner that is also consistent with our Information Governance Policy.

18. Policy review

This Policy will be reviewed every three years in compliance with the National Code to ensure the Policy continues to best support the prevention of Gender-based violence including:

(a) through engagement and collaboration as specified in section 2.5 of the National Code.

(b) consideration of gender impact assessments and Gender-based violence annual reports; and

(c) any advice regarding causes and factors contributing to Gender-based violence provided by the Department Secretary.

Effectiveness of support services will be reviewed every three years as specified in section 4.9 of the National Code.

19. Responsibilities

19.1. Leaders

Our leaders are responsible for supporting implementation of the Plan and modelling appropriate behaviours.

19.2. All UNSW Community members

All UNSW Community members have a responsibility to prevent Gender-based violence by:

(a) ensuring that their behaviour meets our *Code of Conduct and Values*;

(b) being aware of, and complying with any obligations imposed on them by this Policy;

(c) complying with the National Code;

(d) completing education and training regarding the prevention of Gender-based violence relevant to them; and

(e) supporting and providing reasonable assistance to us to respond to any Disclosure or investigation of gender-based violence by us under this Policy, or otherwise.

19.3. Affiliated Student Accommodation Providers

Affiliated Student Accommodation Providers must comply with the requirements in Standards 7.2 to 7.8 of the Code. including as set out in clauses 11 and 13.3 of this Policy. We may request de-identified data about Reports of Gender-based violence occurring in affiliate accommodation provider settings and Affiliated Student Accommodation Providers must comply with any such requests.

19.4. Third Party Contractors

Third Party Contractors must:

(a) direct their Workers to attend training arranged by us in relation to Gender-based violence as part of the onboarding process and as otherwise required by us;

(b) promptly notify us if they become aware of any allegation of Gender-based violence involving their Workers who are engaged in activities at UNSW;

(c) ensuring all Workers have the necessary Working with Children Checks and vulnerable persons checks required by law;

(d) uphold the standards in this Policy when addressing or responding to incidents of Gender-based violence in connection with work performed, or functions exercised, for, our Students and Workers including:

(i) making all reasonable efforts to protect individuals from victimisation due to making a Report or responding to a Report; and

(ii) cooperating with us in implementing any measures required by us to prevent and minimise Gender-based Violence.

19.5. Affiliated Organisations and organisations conducting activities on our land

Affiliated Organisations and organisations conducting activities on our land must:

(a) ensure their employees and Workers are provided with a link to the GBV Policy by no later than the date they commence conducting activities on our land;

(b) be committed to preventing Gender-based violence through prevention, education and change;

(c) provide support to any Students or Workers who make a Report of Gender-based violence, including providing advice and assistance to them regarding the different pathways for Reporting.

(d) cooperate fully in relation to any investigation we may conduct if a Report is made of Gender-based violence. This may include directing any of their Workers to cooperate fully with our investigation.

(e) cooperate with us in implementing any measures required by us to prevent and minimise Gender-based violence.

19.6. Hosting Organisations

Organisations who host our Students or Workers to undertake clinical, practical or research placements (including work integrated learning students and Co-op scholars or interns) must:

(a) provide support to any Student or Worker who makes a Report of Gender-based Violence, including providing advice and assistance to them regarding the different pathways for Reporting.

(b) co-operate fully in relation to any investigation regarding a Report of Gender-based Violence. This may include directing any of their Workers to cooperate fully with our investigation.

19.7. Our Vice-Chancellor and President

Our Vice-Chancellor and President is the Principal Executive Officer and is responsible for:

(a) compliance with the National Code

(b) leading our Whole-of-Organisation Gender-Based Violence Prevention and Response Plan and Outcomes Framework

(c) reports to the Department Secretary including a report on the Plan and its outcomes framework every two years

(d) permitting any timeframe extensions to finalise disciplinary processes (beyond 45 days) and appeals to resolutions (beyond 20 days) only where necessary.

19.8. Employees

Employees responding to Reports and Disclosures, conducting investigations and determining disciplinary proceedings must have relevant experience as specified in section 3.16 of the National Code which include having knowledge and expertise in relation to Gender-based violence and how to respond effectively to people who have experienced Gender-based violence with Trauma-informed and Person-centred approaches.

20. Legislative compliance

This Policy is intended to ensure that we comply with the:

- *National Higher Education Code to Prevent and Respond to Gender-Based Violence 2025* (Cth)
- *Universities Accord (National Higher Education Code to Prevent and Respond to Gender based Violence) Act 2025* (Cth)
- *Sex Discrimination Act 1984* (Cth)
- *Anti-Discrimination Act 1977* (NSW)
- *Crimes Act 1900* (NSW)
- *Crimes Act 1900* (ACT)
- *Children and Young Persons (Care and Protection) Act 1998* (NSW)
- *Children and Young People Act 2008* (ACT)
- *Discrimination Act 1991* (ACT)
- *Education Services for Overseas Students Act 2000* (Cth)
- *Fair Work Act 2009* (Cth)
- *Health Records and Information Protection Act 2002* (NSW)
- *Higher Education Support Act 2003* (Cth)
- *Ombudsman Act 1976* (Cth)
- *Privacy Act 1988* (Cth)

- *Privacy and Personal Information Protection Act 1998* (NSW)

21. Supporting documents

- UNSW Whole-of-Organisation Gender-Based Violence Prevention and Response Plan and Outcomes Framework (the Plan)
- Strategy *Progress for All*
- Academic Promotions Policy
- Agreements (affiliated accommodation/student accommodation)
- Child Protection Policy (which applies to people under the age of 18)
- Code of Conduct and Values including the Principles for Respectful Supervisory Relationships
- Complaints Management and Investigations Policy and Procedure
- Conferring Academic Titles Policy and Procedure
- Controlled Entities Procedure
- Equity, Diversity and Inclusion Policy
- *Gender Equity Strategy*
- Hazard & Incident Reporting Procedure – HS307
- Health and Safety Policy
- Health Clinics Procedure
- Higher Degree Research Supervision Policy
- Honorary Degree and Honorary Fellowship Procedure
- Information Governance Policy
- Modern Slavery Prevention Policy
- Recruitment and Selection Policy
- Risk and Compliance Policy
- Social Media Guidelines - Staff
- Social Media Guide - Students
- Student Wellbeing and Safety Policy
- Supplier Charter (as applicable)
- Support for Students Policy
- Values in Action
- Work Integrated Learning Procedure

Effective: 1 January 2026 **Responsible:** Vice-Chancellor and President **Lead:** Chief Assurance and Legal Officer

Definitions and acronyms	
Accredited Specialist	Accredited Specialist means a person who meets the following criteria: • a psychologist, social worker or counsellor registered or accredited with their relevant professional body; and • has undertaken formal training in supporting people affected by Gender-based violence, including trauma-informed practice; and • has undertaken training to build competency in working with specific cohorts including First Nations people, culturally and linguistically diverse communities, people with disability and people of diverse sexual orientation and gender identity.
Active and ethical bystander	Active and ethical bystander means a person who witnesses an event that is disrespectful or harmful and chooses to intervene in a way that is safe and effective.
Affiliates	Affiliates means conferred title holders; members of UNSW committees; visitors from other universities, and any other person appointed or engaged by us to perform duties or functions for us (including volunteers) (but are not Third Party Contractors).
Affiliated Organisations	Affiliated Organisation means an organisation that uses our intellectual property in its name, marketing, recruitment, or governance documents.
Affiliated Student Accommodation Provider	Affiliated Student Accommodation Provider means a provider of accommodation to Students (other than us or a Student Accommodation Provider), but is that is affiliated with us, including by: • any statute, constitution or similar legal instrument that governs or otherwise regulates us; or • having a service agreement or other agreement with us; or • operating on our lands; or • being authorised by us to use our intellectual property in its recruitment or marketing materials or on its website; or • being listed by us on our website as 'Student accommodation' or being promoted by us in our recruitment or marketing material.
Gender-based violence	Gender-based violence means 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.
Governing Body	Governing Body means our Council.
Leadership	Leadership means our Principal Executive Officer and our Governing Body.
Person-centred	Person-centred means ensuring that the Discloser's needs and preferences are at the centre of decisions made in response to the Disclosure.
Principal Executive Officer	Principal Executive Officer means our Vice Chancellor & President.
Procedural fairness	Procedural fairness in a decision-making context, means the decision is made in accordance with the rule against bias and the hearing rule (i.e., a respondent is given an opportunity to present their case with knowledge of any prejudicial material that may be taken into account by the decision maker).

Report	Report means the provision of information about a person's experience of Gender-based Violence, where it is provided to us by the Reporter or another person. This has the same meaning as Disclosure in the National Code.
Reporter	Reporter means a person who has shared information about their experience of Gender-based violence. This has the same meaning as Discloser in the National Code.
Resident	Resident means a person who lives in Student Accommodation.
Respondent	Respondent means a person whom it is alleged has engaged in conduct that amounts to Gender based violence.
Students	Students means: • current students; • former students; • exchange students; • candidates and applicants for admission or enrolment at UNSW, who undertook or are undertaking (as the case may be) a course of study or a unit of study with us.
Student Accommodation	Student Accommodation means accommodation offered or provided to a Student by: • us directly; • a Student Accommodation Provider; or • an Affiliated Student Accommodation Provider. However, in each case it does not include any of the following accommodation: • accommodation arranged under a homestay program where students are offered opportunities to live with local families; • rental properties that are leased through residential tenancy agreements with a private landlord and are not offered exclusively for accommodation for Students; • rental properties that are in premises used for Student accommodation and are owned by individual landlords and leased through residential tenancy agreements; or • hotels or serviced apartments that are used to provide temporary accommodation for Students.
Student Accommodation Provider	Student Accommodation Provider means a provider of Student Accommodation that is not itself directly owned, managed and/or operated by us but is nevertheless under our control.
Student Accommodation Worker	Student Accommodation Worker means pastoral care leader, residential Student advisers and equivalents employed or engaged by us, a Student Accommodation Provider or an Affiliated Student Accommodation Provider, including in a non-paid capacity.

Third Party Contractor	Third party contractor means the individuals, entities and/or groups described in paragraph 3.1(g) of this Policy and includes: (a) a contractor or subcontractor; (b) an employee of a contractor or subcontractor; (c) an employee of a labour hire company or agency; engaged by us to provide services and/or labour to us.
Trauma-informed approach	Trauma-informed means an approach that applies the core principles of safety (physical, psychological and emotional), trust, choice, collaboration and empowerment. It should minimise the risk of re-traumatisation and promote recovery and healing to the greatest extent possible.
Us, our or we	Us, our or we means University of New South Wales (or UNSW)
UNSW Community	University Community means each of the groups in paragraph 3.1.
Whole-of-Organisation	Whole-of-Organisation means an approach applied across all areas of our operations, including any Student Accommodation which we directly own, operate and/or manage, or the operations of a Student Accommodation Provider or Affiliated Student Accommodation Provider as the context requires it, and at all levels that is evidence-informed, uses multiple strategies and is subject to ongoing monitoring and evaluation, including in respect to: (a) leadership, culture and environment; (b) structures, norms and practices; (c) systems and infrastructure; (d) service delivery, such as curriculum, teaching and learning; (e) Policies and Procedures; (f) management and governance; (g) community engagement; (h) business; (i) research; and (j) partnerships.
Worker	Worker has the same meaning as 'worker' under the *Model Work Health and Safety Act.* In our context, this means our employees and Third Party Contractors.
Working with Children Check	Working with Children Check means a working with children or vulnerable people check, registration or clearance, as the case may be, in accordance with the laws of the relevant State or Territory in which the person is employed or otherwise engaged.