UNSW Arts, Design & Architecture

Gendered Violence Research Network (GVRN)

Online Short Courses 2026

Organisational Responses to Domestic and Family Violence, Sexual Harassment and Sexual Assault

UNSW SYDNEY

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1 Our Online Short Courses

The Gendered Violence & Organisations stream of the Gendered Violence Research Network (GVRN) at UNSW Sydney offers tailored training and comprehensive advisory services for employers wanting to address gendered violence in their workplace.

The Gendered Violence & Organisations stream has been at the forefront of developing face-to-face and online training services for organisations to respond to domestic and family violence, sexual harassment and sexual assault in the workplace and tertiary institutions.

The Gendered Violence & Organisations stream offers:

- **Awareness and response training in domestic and family violence in the workplace**
  - face-to- face or online with facilitation
  - online short courses
- **Awareness and response training in sexual harassment and sexual assault in the workplace and tertiary institutions**
  - face-to- face or online with facilitation
  - online short courses
- **Advisory Services** to develop and review your organisation's domestic and family violence policy and/or sexual harassment and sexual assault policy

We equip organisations with the knowledge and skills to respond to employees affected by or perpetrating domestic and family violence, sexual harassment and sexual assault. These services offer participants evidence-based, engaging learning experiences that will facilitate new ways of thinking and new conversations in your organisation about these complex issues.

We consult with our clients to develop a specifically tailored program for their organisations and provide training scenarios that reflect their work environment.

Led by our expert faculty and industry practitioners, our services have been very positively received by our clients.

"It is my fundamental belief that universities exist as a public good. Universities have the responsibility to innovate in areas of social impact and to ensure this impact is achieved in Australia and globally"

Professor Attila Brungs

2 Our Online Short Courses at a glance

Organisational Responses to Domestic and Family Violence, Sexual Harassment and Sexual Assault - Online Short Courses

Course A
Preparing your organisation to respond to domestic and family violence and/or sexual harassment and sexual assault

Course B
Module B1. Building your awareness of domestic and family violence in your organisation

Module B2 (Employees). Responding to employees affected by domestic and family violence in your organisation

Module B2 (Customers). Responding to customers affected by domestic and family violence in your organisation

Course C
Module C1. Building your awareness of employees who use domestic and family violence in your organisation

Module C2. Responding to employees who use domestic and family violence in your organisation

Course D
Module D1. Building your awareness of sexual harassment and sexual assault in your organisation

Module D2. Responding to employees affected by sexual harassment and sexual assault in your organisation

Course E
Module E1. Building your awareness of sexual harassment and sexual assault in the tertiary education sector

Module E2. Responding to sexual harassment and sexual assault in the tertiary education sector

3 Why should you invest in these courses?

There are four main reasons why you should offer relevant modules of these short courses to your employees.

You are investing in your people.

Research has identified maintaining employment, and therefore economic independence, is a key factor in assisting someone to leave a violent relationship without risking homelessness for themselves and their children. When supporting an employee affected by domestic and family violence, sexual harassment and sexual assault to stay in their job, you increase the probability of the staff member staying employed and/or escaping the violent relationship.

You are investing in your business and productivity.

Through supporting employees to remain in their jobs, employers reduce costs and increase savings. Employers improve long-term productivity, safeguard institutional knowledge, and offset potential termination, recruitment, and retraining expenses. By developing policies around gendered violence, organisations show leadership around respectful behaviour and promote the development of strong cohesive teams.

You are fulfilling your corporate social responsibility.

Taking a stand against and responding to domestic and family violence, sexual harassment and sexual assault will also demonstrate commitment to the organisation's stated values and corporate social responsibility charters. This will enhance your reputation both within your workforce and the wider community. From feedback provided in Gendered Violence & Organisations training workshops, we know that many staff are proud to work for an organisation that is proactive and responsive in this space.

You are investing in excellence in work, health, and safety obligations.

Employers will be fulfilling their duty of care to employees, contractors, and clients by providing a safe organisation where foreseeable risks are removed or mitigated. This, in turn, could reduce insurance premiums and other security costs and will enhance the health, safety and wellbeing of all staff. Furthermore, organisations that appropriately manage employees who use violence will reduce the risk of vicarious liability and reputational damage – particularly if these employees are perpetrating violence on work premises, using work resources or during paid work time.

4 Who should attend?

We advocate that employers adopt a whole-of-organisation approach to the issue of domestic and family violence, sexual harassment and sexual assault but recognise that not all staff in an organisation have the same learning requirements. The modules are designed to cater to the distinct learning needs of staff at different levels of the organisation.

All staff will benefit from an increase in awareness about domestic and family violence, sexual harassment and sexual assault issues. In particular, Managers, Human Resources staff and select First Responders will need more specific training on these issues and how they affect the organisation. They also need opportunities to develop their skills in responding to domestic and family violence, sexual harassment and sexual assault issues.

Course A – Preparing your organisation to respond to domestic and family violence, and/or sexual harassment and sexual assault.

This course is designed for Executive and Leadership Teams.

It provides a high-level briefing about the workplace issues surrounding domestic and family violence, and sexual harassment and sexual assault. The content highlights the benefits of developing a strong organisational response, and the risks for both employers and employees when domestic and family violence and/or sexual harassment and sexual assault issues are overlooked in the workplace.

Course B – Organisational responses to domestic and family violence

This course has three modules (B1, B2 - Employees and B2 - Customers) and is designed for all staff including Managers, Human Resources staff, and nominated First Responders

Module B1 – **Building your awareness of domestic and family violence** – is designed to raise awareness of domestic and family violence – the various forms it can take, the tactics used, and the impact it can have on those affected by domestic and family violence and their supporters.

Module B1 is a prerequisite for Modules B2 (Employees) and B2 (Customers).

Module B2 (Employees) – **Responding to employees affected by domestic and family violence** – is designed to focus on how domestic and family violence can impact employees, and the benefits to both employees and workplaces in sustaining the employment of people affected by domestic and family violence. Participants are introduced to a framework for responding to employees affected by domestic and family violence, and relevant referral and support services.

Module B2 (Customers) – **Responding to customers affected by domestic and family violence** – is designed to focus on how organisations can identify and assist customers affected by domestic and family violence. Participants are introduced to a framework for responding to customers affected by domestic and family violence, and relevant referral and support services. Course B is a prerequisite for Course C.

Course C – Organisational responses to employees who use domestic and family violence

This course has two modules (C1 and C2) and is designed for Managers, Human Resources staff and nominated First Responders

Module C1 – **Building your awareness of employees who use domestic and family violence** – is designed to raise awareness of issues and behaviours specific to perpetrators of domestic and family violence, and how their behaviours affect people in their personal and professional lives.

Module C1 is a prerequisite for Module C2.

Module C2 – **Responding to employees who use domestic and family violence** – is designed to focus on increasing organisational knowledge of the workplace issues relating to employees who use domestic and family violence and enhancing skills in responding to and managing these employees.

Course D – Organisational responses to sexual harassment and sexual assault

This course has two modules (D1 and D2) and is designed for Managers, Human Resources staff and nominated First Responders

Module D1 – **Building your awareness of sexual harassment and sexual assault** – is designed to raise awareness of the various forms sexual harassment and sexual assault can take, the legality of these behaviours, how they can be challenged and addressed, and the effects they can have on people.

Module D1 is a prerequisite for Module D2.

Module D2 – **Responding to employees affected by sexual harassment and sexual assault** – is designed to focus on how sexual harassment and sexual assault can impact employees, and the benefits to both employees and workplaces in sustaining the employment of people affected by sexual harassment and sexual assault. Participants are introduced to a framework for responding to employees affected by sexual harassment and sexual assault, and relevant referral and support services.

Course E – Responses to sexual harassment and sexual assault in the tertiary education sector

This course has two modules (E1 and E2) and is designed for Managers, Human Resources staff, nominated First Responders, and designated staff in the tertiary education sector.

Module E1 – Building your awareness of sexual harassment and sexual assault in tertiary education sector – is designed to raise awareness of sexual harassment and sexual assault issues specifically within the tertiary education sector. It examines how incidents of sexual harassment and sexual assault can be reduced and addressed, and the impact they can have on people affected.

Module E1 is a prerequisite for Module E2.

Module E2 – Responding to sexual harassment and sexual assault in tertiary education sector – is designed to focus on how experiences of sexual harassment and sexual assault can impact staff and students, and how they might be effectively supported to sustain their employment and studies. Participants are introduced to a framework for responding to staff and students affected by sexual harassment and sexual assault, and relevant referral and support services.

** Each module in Courses B to E will take approximately one hour to complete.*

5 How much do we charge for our Online Short Courses?

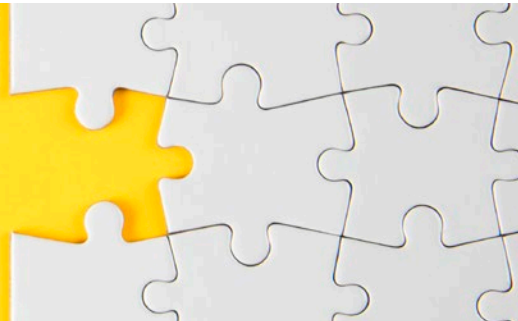
Please contact us to discuss your needs and our competitive pricing for our Online Short Courses.

Mailin Suchting
Manager, Gendered Violence Research Network, UNSW
+61 2 9065 8339
m.suchting@unsw.edu.au

6 Why choose us?

- We provide the most up to date evidence available including our own research underpinning best practice workplace responses.
- As university providers, we are skilled and experienced in delivering innovative, contemporary courses that prioritise learner engagement.
- We prioritise a 'workplace' rather than a 'counselling' response.
- We work to a wide and inclusive definition of domestic and family violence, sexual harassment and sexual assault
- We pay attention to how people may be affected by intimate partner violence, abuse as older people, lateral violence, abuse perpetrated in residential care, and the past and current sexual abuse experiences of young people and children.
- We tailor to your organisational needs and structure.
- We offer comprehensive advisory services to help employers to develop, implement, monitor, and evaluate domestic and family violence, and sexual harassment and sexual assault policies and procedures which meet the specific needs of the organisation and their employees.
- We offer face-to-face, online and blended learning approaches to training.
- We lead in the development of organisational responses to employees who use violence and abuse.
- We have assisted employers from over 50 organisations to strengthen their policies and build staff networks, which provided an effective, evidence-based workplace response to staff who may be affected by gendered violence.

Gendered Violence Research Network



7 Our Team

Jan Breckenridge

Professor and Head of the School of Social Sciences and Convenor, Gendered Violence Research Network, UNSW

Professor Jan Breckenridge is Head of the School of Social Sciences and the Faculty of Arts, Design & Architecture's academic lead of the Gendered Violence Research Network.

She is a Research Fellow with the Australian Human Rights Institute, UNSW and is a founding member of the International Research Consortium on Financial Abuse including scholars from Rutgers University and the Women and Child Abuse Studies Unit at North London University.

Jan's knowledge and reputation in this field is well established and has been developed through extensive original research in the specific areas of child sexual abuse and gendered violence. She has always oriented her research towards maximum impact in innovative social policy development, best practice service provision and outcome measurement of effectiveness.

In particular Jan has undertaken substantial research in the effects of and responses to domestic, family, and sexual violence on organisations in different contexts across Australia and the Asia Pacific. Jan has a Bachelor of Social Studies (Hons) USyd and a PhD UNSW.

Mailin Suchting

Manager,
Gendered Violence Research Network, UNSW

Mailin is the Manager of the Gendered Violence Research Network, with a focus on the Gendered Violence & Organisations stream. She has worked in leadership, management, education, and frontline roles shaping public sector policy and responses to the health and justice impact of domestic and family violence, sexual assault, and child physical abuse/neglect on individuals.

She is specifically interested in the intersections of gender, culture, and sexuality. Her most recent roles have been as Manager Policy, Royal Commission into Institutional Responses to Child Sexual Abuse and Director, Child Protection and Violence Prevention NSW Health (NSW Kids and Families and NSW Ministry of Health). Mailin holds a BSW (Hons) UNSW; MA (Communication and Cultural Studies) WSU; Certificate IV Training and Assessment and is a graduate of the Australian Institute of Company Directors (GAICD) 2017.

Tim Wong

Senior Research Associate,
Gendered Violence Research Network, UNSW

Tim provides training, research, and policy analysis skills for the Gendered Violence Research Network. He is a registered psychologist who has worked in both government and non-government organisations as a direct care worker supporting people with disabilities, an educator and counsellor specialising in sexuality and disability issues, a Professional Member of the Guardianship Tribunal NSW, and for over 15 years, as a psychologist with people with HIV. He was an accredited counsellor with the Victims Compensation Tribunal providing psychological intervention and support to people who experienced sexual and physical assaults. Since completing his PhD, he has worked in the Schools of Psychology and Medicine at the University of Western Sydney, as Manager of Advocacy and Resources at Prostate Cancer Foundation of Australia, and the Schools of Medicine and Social Sciences at UNSW before joining the Gendered Violence Research Network. Tim has a BA (Psych) MacqU, MA (Psych) USyd, MA (Couns) MacqU, and PhD (Psych) WSU.

Erin Cahill

Research Officer
Gendered Violence Research Network

Erin is a Research Officer with the Gendered Violence Research Network. Erin has a work history of over twenty years, beginning in academia, but most of it in public service which included senior and management roles. Domestic and Family Violence has been the broad focus of her work and within this attention to issues concerning child protection, women's health, sexual assault and violence prevention and response. Her work has variously involved education, training, advisory roles, and policy development with NGOs, health workers, LGBTIQ+ communities, local and state governments.

Since completing her PhD, Erin worked in the Faculty of Arts at the University of Wollongong, as a lecturer in Sociology, before moving into the Health field. Erin's most recent roles include the Manager of the Domestic and Family Violence Portfolio with the NSW Ministry of Health; trainer and consultant for the NSW Health Education Centre Against Violence; and as an independent consultant in violence, abuse and neglect. Erin has a BA Hons (Gender Studies) USyd, PhD (Sociology) UoW, and Certificate IV Training and Assessment.

8 Frequently Asked Questions

How do you guarantee the quality of your online short course modules?
UNSW is a member of the prestigious Group of Eight - a coalition of Australia's leading research intensive universities. We guarantee the research quality and integrity of our modules by submitting each module for a rigorous round of peer review with academic and industry partners.

Can we purchase your online short course modules?
Each online short course module is a self-directed, asynchronous learning experience that takes approximately one hour to complete. You can purchase our online short courses as single modules or in bundles of two or more modules by content area. A licensing agreement with a per seat charge can be negotiated on request.

How much do your online short course modules cost?
The cost of our modules is dependent on your organisation's requirements. On average our short course modules cost between $7,000 - $10,000 + GST.

Standard tailoring and minor content updates for the first year are included in this charge. Enhanced tailoring and more substantial content updates involve additional charges depending on requirements.

Can the length of the online short course modules be varied?
Yes, and as is the case with our face to face and on-line training, we can extend or condense our modules to suit the needs of your organisation.

What sort of tailoring do you offer?
Standard tailoring involves co-branding, including relevant links for your organisation and tailored case study content to your workplace context and is included in the cost of the module. Enhanced tailoring includes specific content development for your organisation and may incur additional charges depending on the extent of changes requested.

We achieve the best outcomes for our clients by meeting to discuss organisational requirements and staying in touch throughout the process to check and review.

Can you develop other related online short course modules of interest to our organisation?
Yes, we would be pleased to discuss your requirements and provide you with a quote for the development of new products.

How do we get the online short course modules updated?
Where we identify new evidence or there is a minor change in organisational titles or naming of policies within the first year of purchase, we will update these free of charge. We are also available to quote on more substantive changes required by your organisation at any point in time.

Can you provide complementary face to face and/or on-line training for specific staff groups?
We are experienced in delivering tailored face to face and online training. We would be pleased to develop blended learning options to meet your organisational needs.

What are your terms and conditions?
We will enter into a service agreement which outlines our terms and conditions with your organisation.

UNSW is the owner of all Intellectual Property Rights in the content (including copyright) whether in written, electronic or other forms and those Intellectual Property Rights will remain the sole and exclusive property of UNSW.

UNSW grants a royalty-free licence to exercise all Intellectual Property Rights that are necessary for organisations to enjoy the full benefit of the Services, including by sublicensing to third party service providers for the sole purpose of providing goods and services to your organisation.

Are your short course modules SCORM compliant?
Yes, we will deliver a SCORM compliant package to you securely. If your Learning Management System (LMS) requires a different format, we will work with you to accommodate your requirements.

9 Contact us

For further information about the Gendered Violence Research Network (GVRN), the Online Short Courses, and other training needs, please contact:

Mailin Suchting
Manager, Gendered Violence Research Network, UNSW
+61 2 9065 8339
m.suchting@unsw.edu.au

Gendered Violence Research Network

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