

Background information:

Understanding the Draft Gendered Violence Policy

What's new in the policy?

- It's a principle-based policy; it articulates the principles that will inform procedures, decision making, and actions taken at UNSW in relation to Gendered Violence.
- The policy provides some procedures, with more detailed procedures and guidance to be made available through the UNSW gendered violence website.
- It encompasses all acts of gendered violence and is not limited to sexual misconduct.
- Focuses on wellbeing, providing support to ensure that students and staff affected by gendered violence can continue their employment or studies, beyond making a complaint.

Why gendered violence?

- Gendered violence “refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms.”¹ Examples include domestic and family violence, dating violence, sexual harassment and gendered harassment of LGBTIQ+ students and staff.
- The University expanded its focus to gendered violence from sexual misconduct with the development of the Gendered Violence Strategy 2022-2025, following feedback from the staff and student community advocating for a broadened approach.
- This shift aligns with the Australian Government's [Action Plan Addressing Gender-based Violence in Higher Education](#) and the [National Plan to End Violence Against Women and Children 2022-2032](#).

Who contributed to the policy development so far?

- The policy was written by the Gendered Violence Research Network (GVRN) with oversight by the Division of Transformation, Planning and Assurance.
- GVRN considered insights from the 2021 survey conducted as part of developing the UNSW Gendered Violence (GV) Strategy with input from 742 students and 591 staff members.
- Interviews and focus groups were held with 14 student leaders and 34 staff members in support roles. This included academic staff, Student Support, HR and Employee Relations, gendered violence governance staff, Student Representative Council (SRC), Postgraduate Council (PGC), Arc Board and EDI's Students as Partners Consultative Group (a group of diverse students casually employed by the university to advise on EDI related matters).
- Representatives from the SRC, PGC, GV Steering Committee, GV Student Working Group, GV Policy Working Group and EDI Committee.

¹ From [STOP. EMPOWER. SUPPORT. UNSW Gendered Violence Strategy and Action Plan 2022-2025](#).

What's covered and what's not covered in the policy?

Covered	Not covered
<p>Response</p> <ul style="list-style-type: none">– Provides a reporting portal and alternative methods of reporting incidents.– Adopts a trauma informed approach, ensuring confidentiality, and privacy.– Clarifies response responsibilities including staff obligation to report incidents to the portal.– Outlines the investigative response. <p>Prevention</p> <ul style="list-style-type: none">– University provides education and training, focusing on consent and respectful relationships.– The Portal also serves as a central data collection point for all incidents involving any members of the UNSW community.– Community members are empowered to act as a bystander when safe and appropriate.	<p>Response</p> <ul style="list-style-type: none">– Detailed procedures and guidance will be made available on the university's website.– Expected and unacceptable behaviours are outlined in the Code of Conduct.– Investigation procedure outlined in the Complaints Management and Investigations Policy and Procedure.

What detailed procedures and guidance will be included on the website?

Information about:

- Seeking support
- How to report gendered violence at UNSW
- Reporting to external organisations
- Response to reports submitted to the GV Portal
- Guidance for staff and students on responding to disclosures
- Circumstances in which UNSW would investigate or not.

How can I provide feedback?

You can provide feedback via email to policy@unsw.edu.au or fill out this survey by 5pm on Tuesday 11 June 2024.

Survey questions are optional to complete:

- What were the main points you understood from the Policy?
- Are there any sections of the Policy that you found unclear or confusing? Please provide detailed feedback about any areas you found unclear.
- Do you believe the Policy adequately addresses responses to gendered violence?
- Do you believe the Policy adequately addresses UNSW's approach to prevention efforts for gendered violence?
- Overall, are you satisfied with the policy?
- Are there any additional resources or support services that you believe should be made available to complement the policy?

