



# 2024 Annual Report

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**Gendered Violence  
Prevention & Response**





## About this report

UNSW is committed to creating a safe and welcoming environment for everyone. Preventing gender-based violence, and responding with care when it occurs, is a key part of this commitment.

This fifth annual report, prepared by the Safer Communities team, highlights the work of teams across UNSW, including the Gendered Violence Response Team (GVRT), the Health Promotions Unit, UNSW Accommodation, and Arc UNSW student Life. It also reflects the contributions of many staff and students, including the Student Gendered Violence Reference Group and other student groups who have shared their experiences and insights.

### Acknowledgment of Country

UNSW is located on the unceded territory of the Bedegal (Kensington campus), Gadigal (City and Paddington Campuses) and Ngunnawal peoples (UNSW Canberra), who are the Traditional Owners of the lands upon which the University's main campuses are located.

We acknowledge all Aboriginal and Torres Strait Islander Elders, past, and present, and their communities, who have shared their teachings over thousands of years.

### Acknowledgment of lived experience & content warning

This document provides an overview of gendered violence reports submitted in 2024 through the Gendered Violence Portal (GV Portal) and to the Gendered Violence Response Team (GVRT).

We acknowledge the experiences of everyone affected by gendered violence and thank those who have come forward to report. We understand that deciding whether, when, and how to report can be complicated.

We know that each report represents a real person's experience, and we treat that with care.

If you would like to speak to someone about your experience of gendered violence, a range of confidential support and resources are available to you, listed on page 8.

You can also get support by using the [Gendered Violence Portal](#) or by emailing [reportgenderedviolence@unsw.edu.au](mailto:reportgenderedviolence@unsw.edu.au). You can choose to report anonymously if you prefer.

**Reporting connects you with support.** It gives you a chance to talk about what's happened, what you need, and what options are available, including possible investigations.

Making a report also helps us understand the behaviours affecting the UNSW community and ensures that our prevention and support efforts have impact.

## About Safer Communities & The Gendered Violence Response Team (GVRT)

The Safer Communities team was established at the end of 2023, and coordinates programs at UNSW that focus on preventing and responding to gendered violence, workplace psychosocial risk and workplace wellbeing.

The GVRT is part of the student Psychology and Wellness service and started offering support through the GV Portal in February 2024. GVRT offers specialist support to students affected by gendered violence. The Safer Communities team supports staff who report gendered violence. Both teams monitor and respond to reports of gendered violence, offering options and tailored support.

### Gendered Violence Research Network

The Gendered Violence Research Network (GVRN) is a joint initiative of UNSW Arts, Design & Architecture and UNSW Law & Justice. GVRN unites UNSW's significant domestic and international research expertise to respond, prevent and end gendered violence in Australia and beyond. GVRN is at the forefront of developing solutions to prevent gendered violence.

GVRN has played an essential role in guiding and implementing UNSW activities related to gendered violence response and prevention since 2017. With the establishment of the Safer Communities team, and the Gendered violence response team, UNSW is building on the significant work undertaken by GVRN to support students and staff. GVRN continues to play an important role in our efforts, contributing subject matter expertise and experience.

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# A message from the Vice-Chancellor and President

Gendered violence has no place at UNSW. We want to ensure that all members of our University community – students, staff, visitors and contractors – feel safe and supported on our campuses. Creating a welcoming environment is a shared responsibility and we all play a part in fostering a culture of respect and inclusion.

Universities are uniquely positioned to lead national cultural change. At UNSW, we aim to be at the forefront of creating gender equality, and in doing so, support the prevention of gendered violence. As employers, we have the opportunity and, indeed, the responsibility to ensure not just safety but positive cultures and environments. As educators we have the additional responsibility to raise awareness, set standards, establish behaviours and drive actions that influence behaviour and culture in workplaces and homes across Australia and beyond.

This annual report highlights the progress and ongoing work being undertaken at UNSW to drive lasting change. At the beginning of last year, the Safer Communities team was established to strengthen the University's efforts in gendered violence prevention, as well as psychosocial risk management, respect at work and staff wellbeing. Their work is shaped by collaboration between students and staff and reflects a whole-of-organisation approach.

Last year, a new student reference group was established, providing students access to paid opportunities to represent the student voice in this important work. From Term 3 2024, all commencing students participated in compulsory education about respectful behaviour and the prevention of gendered violence. Other education initiatives include bespoke consent education for all students at UNSW-owned colleges, bystander awareness workshops and trauma-informed investigations training for relevant staff.

Progress outlined in this annual report includes changes made to the way reports are received and responded to, and details of the 11 projects funded through gender-based violence prevention grants awarded in 2023, each designed to advance a safer and more respectful campus environment.



In September, our annual SEXtember festival highlighted the conversation about consent and respect. In 2024, this initiative extended beyond UNSW, involving collaboration with student groups and staff from universities across Australia, including the University of Sydney, the University of Adelaide, the University of Queensland and the University of Newcastle.

UNSW is committed to providing an environment where students and staff are valued, respected and empowered to reach their full potential. While we are proud of the progress we have made, we recognise there is much more to do.

The introduction of the proposed National Higher Education Code to Prevent and Respond to Gender-based Violence provides a blueprint for the sector, underscoring the need to prioritise prevention, and to share what we learn.

Transparency and accountability remain central to our approach. This fifth annual report is a key part of that commitment.

I am proud to present the 2024 Annual Report on Gendered Violence Prevention and Response and look forward to continuing our work together to ensure UNSW is a safe, respectful and inclusive place for everyone.

**Professor Attila Brungs**

Vice-Chancellor and President

# A message from the Student Leaders

## **Gendered Violence Prevention & Response for 2024 – Message from Student Leaders**

Everyone who comes to UNSW to study, work or live is entitled to a respectful environment where they can feel safe and welcome for who they are. Students should always feel confident that they are part of a community where their safety is prioritised, free from all forms of gendered violence. But should the need arise, they should have access to efficient and accessible reporting channels. We appreciate the continued focus from university leadership on ensuring a safer campus and robust reporting. With increased government and policy focus on the national level, for example with the announcement of the National Student Ombudsman, it is clear that more work is needed and we stand by ready to engage with UNSW's response. However, we would also like to acknowledge the significant work that has been done in 2024.

Addressing gendered violence requires a team that is dedicated to systematically uprooting the factors that have enabled it to exist. At UNSW, we are lucky to have a team that is committed to making campus a safe place for all students. The Gendered Violence Response Team have always made an effort to collect feedback from students to improve their services. As student representatives, we are afforded many opportunities to consult on changes to policies, procedures and promotional campaigns. We appreciate how valued our voices are within these spaces and seek to shape these services to best address the needs of students.

It is great to see the successful launch of the new poster campaign. Making sure that these services are known to all students is a priority of ours as

student leaders. Even if the university has an array of support services, determining the appropriate one can be a challenge. In the future, we would like to see more education on what gendered violence is and the different ways it can manifest. We are committed to using our platforms to educate our peers on gendered violence and believe this should be a focus of UNSW.

As student leaders, we are committed to representing not only the majority but also the voices of those who are often marginalised and overlooked. In 2025, we should continue prioritising outreach to vulnerable groups who face heightened risks of gendered violence, including mature students, student parents, international students, queer students, and students from culturally and linguistically diverse (CALD) backgrounds. These groups often encounter unique barriers when seeking support, whether due to cultural stigma, language challenges, or systemic inequities. Additionally, we also recognise that students living on campus, who are in shared or high-density living environments, may also face higher risks and require targeted interventions. By deepening engagement with these diverse student communities, we will be able to centre marginalised voices which are essential to creating a campus where every student feels safe, supported and empowered to thrive.

We look forward to continuing to engage with the university this year to ensure UNSW's Gendered Violence response and the services on offer continue to be proactive and well-suited to the evolving needs of students.

**Oscar Iredale**

Arc, Chair of the Board

**Diya Sengupta**

President, Student Representative Council

**Ada Choi**

President, Postgraduate Council



# Support services at UNSW

There are many support services available for people affected by gendered violence both at UNSW and externally. These include free and confidential services. For more information, see the [gendered violence support page](#).

Gendered violence Support at UNSW		
The Gendered Violence Response Team & Safer Communities	<p>Anyone at UNSW, students, staff, or community members, can use the Gendered Violence Portal (GV Portal).</p> <p>Reports are received by the UNSW Gendered Violence Response Team (GVRT), who are specialist mental health clinicians trained to support people affected by gendered violence. They work closely with other support services, both inside and outside UNSW, to help connect people with the right kind of help. GVRT responds to reports from students and members of the public.</p> <p>The GVRT can provide support over the phone, online or in person. Their support includes:</p> <ul style="list-style-type: none"><li>• Providing <b>free counselling</b> with mental health clinicians specialised in supporting people who have experienced gendered violence. The number of sessions offered are not time-limited and will be fully reviewed with you, taking into account individual circumstances</li><li>• Arranging academic and personal adjustments to help you continue your studies, including <b>safety measures</b> on campus and beyond</li><li>• Connecting you to relevant <b>external services</b></li><li>• Guiding you through your options for <b>making a complaint or reporting</b> to the University, including facilitating informal meetings and discussions with both the police and the University's Conduct and Integrity team.</li></ul> <p>If a staff member makes a report, the Safer Communities team steps in to help and may involve other UNSW support teams if needed.</p>	<a href="#">Access the Gendered Violence Portal</a>

## More about portal reports:

People affected by gendered violence can choose to submit anonymous reports through the GV Portal. Even if they don't share their name, the support team can still offer help through the portal.

Alternatively, people seeking support can email [reportgenderedviolence@unsw.edu.au](mailto:reportgenderedviolence@unsw.edu.au).

A range of behaviours can be reported on the portal such as:

- Unwelcome comments or questions about appearance, private life, dating or sex life;
- Unwelcome sexist, homophobic or transphobic language, including jokes;
- Repeatedly asking someone to go out, although they have indicated they are not interested;
- Staring or leering that makes you uncomfortable;
- Saying, writing or sending sexual messages;
- Unwanted touching, hugging or kissing;
- Sharing or creating sexual or intimate images without consent;
- Seeking repeated contact, in-person or through technology;
- Trying to find out about someone's personal life through work colleagues;
- Tracking someone's location or interactions, in-person or through technology;
- Blaming someone who has experienced gendered violence;
- Threatening, intimidating, or coercive behaviour in workplace or personal relationships;
- Sexual contact without consent or when someone is not able to give consent.

More examples of behaviours can be found on the [gendered violence website](#).

When a report is submitted to the GV Portal it is not a formal complaint. This means that the person affected is offered support. UNSW will only take further action if the person asks for their report to be treated as a formal complaint.

If the person wants their report to be considered as a complaint, the report is shared with the UNSW Conduct and Integrity Office (CANDI) or Employee Relations (ER) teams, for further response. See page 32 for more information.

In situations where it appears that someone is at immediate risk of harm, or UNSW is legally required to act, action may be taken without the consent of the person affected by the behaviour. This may include sharing of information provided without consent, as permitted under the Privacy and Personal Information Protection Act (PIPPA Act). However, the team will try to explain what is being shared and why, whenever possible.

UNSW can only investigate incidents that fall under its [Code of Conduct and Values](#). But:

The [GVRT can offer support](#) to students no matter when or where the incident happened.




Staff members will be supported by the Safer Communities team, who will help connect them to the right services.

There are also external options available:

### External reporting option

SARO	Sexual assault reporting option (SARO): Enables people to provide information about sexual assault to police informally, rather than by making a formal complaint. SARO can be completed anonymously.	<a href="https://portal.police.nsw.gov.au/adultsexualassault/s/sexualassaultreportingoption?language=en_US">https://portal.police.nsw.gov.au/adultsexualassault/s/sexualassaultreportingoption?language=en_US</a>
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### For staff

UNSW Employee Assistance Program – Converge International	Free and confidential counselling, coaching and wellbeing service for all UNSW leaders, staff and their immediate family members.	Call Converge International on 1300 687 327  Or download the online application:   
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### For everyone

1800RESPECT	1800RESPECT is a 24/7 phone counselling service providing advice and support to those affected by sexual assault and domestic and family violence.	P: 1800 737 732 <a href="http://www.1800respect.org.au">www.1800respect.org.au</a>
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For an extensive list of external gendered violence support services see the support webpage. For all student support services, visit the [UNSW How We Help You webpage](#).



# 2024 at a glance



## Promoting the positive

1400

students engaged with Respect Week activities.

23

SEXtember events run by UNSW, with 4 other universities running their own similar events and sharing online events

3317

students and staff attended SEXtember's Hump Day event, featuring 12 stalls that promoted open conversations about sex and respectful relationships, encouraged sexual health testing, and raised awareness of support services

2

student led initiatives advancing consent education: 4 students met with Chanel Contos; the recording of their conversation was used to create a video [discussing consent](#) and **The Student Representative Council (SRC)** worked with male athletes and student leaders to create [Consent Conversations](#).



## Gendered violence reports

### Increased reporting, driven by several factors:

- In 2024, reports increased to 332 (compared to 180 in 2023)
- The increase likely reflects a broader definition of reportable behaviours, improved data integration across reporting pathways, and data capture via Psychology and Wellness intake
- A single incident may lead to multiple reports. While it is not always possible to confirm whether reports are linked, staff make every effort to identify when they may be connected. Approximately 308 individual incidents were reported in 2024, based on a total of 332 reports.

### Over half the 332 reports linked to UNSW context:

- **53%** (175 out of 332) were linked to UNSW by location, activity or the person reported to have caused harm
- **38%** (126 out of 332) occurred off-campus, often involving a member of the public
- **26%** (87 out of 332) indicated an incident occurred on campus (some reports may be connected to a single incident)
- **12%** (39 out of 332) were managed by the Conduct and Integrity Office or Employee Relations for University action.

### Improved transparency and accountability in outcomes:

- This year's report includes clearer information on the outcomes of 39 cases referred to Conduct and Integrity Office and Employee Relations.
- This increased transparency responds to student feedback and supports greater accountability and trust in reporting processes.

### Types of incidents and affected groups:

- **23%** (78 out of 332) related to sexual assault and a further 23% (75 out of 332) to relationship violence
- **86%** (287 out of 332) of people affected were students, 6% staff, 6% members of the public and 2% other (e.g. alumni)
- **45%** (149 out of 332) involved the behaviour of a member of the public, 30% involved students, 8% staff, 5% other, and 12% did not disclose the role of the person causing harm
- **74%** (229 out of 332) of incidents reported occurred within 12 months of the report being made.

See pages 31-42 for further analysis of reports.

# 2024 at a glance

(continued)

## Prevention work

### Education & Culture change



**Prevention strengthened through GV Strategy**

**Grants:** Eight of the 11 prevention focused initiatives successfully delivered, with funding from the Vice Chancellor’s Office. These projects contributed to strengthening UNSW’s prevention capacity and student engagement in addressing gendered violence.



**Bystander training piloted across UNSW:**

UNSW initiated a bystander program, called MATE. 37 staff facilitators were trained, delivering 21 workshops to over 500 students and staff. Post-workshop evaluations showed significant increases in participants’ confidence to intervene safely and understanding of the bystander role, with 90% of staff and HDR participants reporting improved readiness to act.



**Strengthened mandatory all student and all staff GV modules:**

From T3 2024, all commencing students were required to complete the new Respectful Behaviours and Preventing Gendered Violence module. Not completing either the module, or an opt-out request, resulted in an enrolment block. 5,937 staff completed the updated Working@UNSW module, which reinforces expectations about respectful workplace, provides additional information about power imbalances, and gendered violence awareness.

### Governance

5

Student Reference Group meetings:

- 18 students met to support initiatives and ensure the student voice is prioritised at UNSW.

4

Level 1 Health and Safety meetings:

- Executive group that reviews all health and safety matters at UNSW including gendered violence data and activities.

4

Staff Subject Matter Expert (SME) group meetings:

- 25 representatives from across teams at UNSW, including 2 students
- Supports development of prevention and response initiatives.

9

Risk and Review Group meetings:

- 15 staff members from Safer Communities, the Gendered Violence Response Team, Conduct and Integrity, Risk, Legal and Security teams meet to consider how UNSW responds to reports, consider prevention activities and review data on reports and trends in reporting.

# Establishment of the Safer Communities Team

The Safer Communities team was established within the UNSW Health & Safety team, to co-ordinate UNSW's programs to gendered violence, psychosocial risk management and workplace wellbeing. Roles in the gendered violence programs team include:

- A Project Lead and a Project Officer who co-ordinate a range of initiatives; manage governance; and work with organisational partners and stakeholders
- An education-focused Project Officer, reviewing our education approach and identifying where we can optimise this aspect of prevention
- A Case Manager focused on responding to staff reporting gendered violence or psychosocial incidents and hazards
- 18 students, employed casually as members of the Student Reference Group
- A Project Manager based at Canberra campus, delivering local, targeted initiatives.

Programs run by the Safer Communities align to three broad areas of focus:

- **PROMOTE** positive behaviours and healthy relationships- through initiatives like SEXtember, which engage students in conversation about respect and relationships
- **PREVENT** harm from happening – through targeted staff and student education, bystander workshops, and context-specific education in areas such as student accommodation
- **RESPOND** to concerns when they arise using a trauma-informed processes, including response coordination through the Gendered Violence Portal.

Safer Communities team members also actively participated in national and state networks to strengthen UNSW's gendered violence prevention efforts and share best practices. These include:

- Universities Prevention Connection (UPC) network connects universities across NSW and ACT to collaborate on gendered violence prevention. Led with the support of Our Watch, the UPC prepared a report outlining sector-wide progress and recommendations to Vice Chancellors at the end of 2024. The group meets quarterly to share ideas, progress, and areas of improvement
- Group of Eight sexual assault and sexual harassment working group; this group meets regularly to discuss initiatives and benchmark activities
- Australasian University Safer Communities Symposium participation. Safer Communities staff attended presentations from higher education providers across Australia and New Zealand, focused on preventing a range of harmful behaviours, promoting safety and inclusion, and designing effective, trauma-informed systems and processes.



## Accountable Governance and Leadership

In 2024, Safer Communities team established a governance structure within Health and Safety governance at UNSW. The structure included:

**The Level 1 Health and Safety Committee**

This executive group reviewed GV Portal data and Safer Communities activities on a quarterly basis. Additionally, there is now increased visibility at the University Council level, with progress reported quarterly through the Safety and Risk Council Committee.

**Gendered Violence Risk & Review Group (GVRRG)**

The existing GVRRG continued to operate as a sub-committee, reviewing GV Portal data, emerging trends and issues related to responding to incidents reported.

**Staff Subject Matter Expert (SME) Reference Group**

A new staff reference group established with representatives across the university, providing input on prevention activities.

**Student Reference Group**

A new student group was set up in 2024 with 18 paid student members. They took part in four meetings to help make sure student voices and lived experiences shape our programs and priorities.

## UNSW Gendered Violence Policy Update

In 2024, the development of a new UNSW Gendered Violence Policy was paused to ensure alignment with the proposed National Code for Preventing and Responding to Gender-Based Violence in Higher Education. The current policy can be viewed [here](#).

This approach ensured that UNSW’s policy would be responsive to national expectations and sector wide standards. Policy development has resumed in 2025, informed by the National Code in consultation with students, staff, and subject matter experts.





# Promoting the positive initiatives and events

## Respect Week

Respect Week is Arc's annual week-long event celebrating inclusion, allyship, and compassion at UNSW. Supported by the Division of Societal Impact, Equity and Engagement (UNSW SIEE), it fosters a culture where students actively listen to and learn from their peers, understanding the diverse lived experiences on campus. Arc and UNSW SIEE collaborate to make this week an opportunity for students to be better humans and to have fun.

Respect Week is accessible, inclusive, and engaging, reaching students who may be unaware of or indifferent to equity, diversion, and inclusion messaging. It encourages all students to participate and consider how they can promote respect and consideration for all people - both at university and beyond.

In 2024 Respect Week engaged over 1400 students on campus and featured diverse activities, including:

- Walk In Her Heels race for donations
- Push Each Other Up challenge with Arc Sport
- Queer Tarot Card Reading
- Information stalls from the UNSW Queer Collective, Health Promotion Unit, and Arc Wellness
- Care packages with the SRC Women's Collective for My Best Life, an organisation which supports women escaping domestic violence
- Pronoun Badge Making
- Bystander Training Workshops
- Nail Tech Self Care
- Trivia with the Queer Collective & Law Society
- UNSW Love Island – 210 attendees!



# SEXTEMBER FESTIVAL



## SEXtember

UNSW's Health Promotion Unit's (HPU) annual sexual health and wellbeing festival aims to increase sex positive conversations, promote healthy relationships and encourage STI testing across our 80,000+ student community.

SEXtember@UNSW addresses the varying levels of sexual health literacy among students. Students take part in education and open conversations about sexual health and relationships, supporting positive experiences in the context of the increased freedom and exploration that is part of university life. Students often need to navigate cultural sensitivities, legal and social barriers experienced by LGBTQIA+ individuals in students' home countries, and the limited scope of sex education that may have been available as part of their previous education.

Now in its fifth year, the festival expanded to partner with four other universities, including the University of Newcastle, University of Queensland, Adelaide University and University of Sydney, providing students access to a broader offering of resources and events.

UNSW HPU partnered with Safer Communities and UNSW College to explore themes around gendered violence and promote available support. The theme "A Touch of Pleasure," focused on connecting with what feels good in relationships and opening dialogue around unhealthy, coercive experiences.

The festival ran from 15–27 September 2024, weeks 2–4 of trimester 3.

### Objectives met

- Engaged over 4000 UNSW students, promoting conversations about sex and respectful relationships
- Increased awareness of sexual health testing and health services for UNSW students through Hump Day, Time to Test day and Colombo College outreach, resulting in a 25% increase in test numbers
- Raised awareness of support services for students who have experienced gendered violence
- Increased event reach and accessibility by partnering with UNSW College, external stakeholders, and four universities.

## 2024's SEXtember highlights:



**23** events (9 more than 2023!)



**4** University collaborations



**4** Accommodation-focused events



**3** Bystander Workshops



**3** STI testing drives



**3317** engagements at Hump Day



**389** website views of the Living Poetry Project



**259** STI tests



**88%** of people who had an STI test on Hump Day were first time testers



**6620** landing page views



**4000+** UNSW students engaged



# Peer Education Program: Peers Advocating for Sexual Health (PASH)

Peers Advocating for Sexual Health is an award-winning development program, training UNSW students to advocate for and facilitate conversations, conduct outreach activations, and run workshops for their peers.

In 2024, 33 students became PASH Peers, through a one-day training focused on understanding and confidently speaking about sexual health, healthy relationships, and available services in and around campus. Trained students contribute to the planning and delivering sexual health communications and outreach initiatives, including SEXtember, and participated in outreach shifts with Southeast Sydney’s Local Health District Peer Education Youth Advisory Committee.

## Major highlights for the year



**7340** students engaged



**33** PASH peers trained



**14** sexual health events



**140+** outreach STI tests completed



**3** Sexual Health education sessions delivered to international colleges reaching 93 students



PASH working group met 12 times to co-design effective health education messages around HIV awareness, our STI testing campaign and SEXtember



**10** Under 18 Healthy Relationship workshop delivered by 9 trained student facilitators to 458 students



**Pop-up events at 2 Arc parties:**  
Mardi Pardi and Toga Party providing harm minimisation messaging to 607 students



**11** sexual health education focussed Instagram reels played 24,811 times with 1210 engagements

# Other highlights across UNSW

## Student led initiatives

### Consent Conversations:

The SRC worked with male athletes and male student leaders to have [Consent Conversations](#). They focused on engaging male students because, although 97% of reported sexual assault perpetrators in Australia are men (ABS, 2022), most consent discussions tend to attract a female audience. The goal of the Consent Conversations initiative is to change that. It features the voices of well-known male alumni, students, and staff from UNSW, encouraging men to lead these important discussions with their peers. Consent Conversations explores what affirmative consent looks like, encourages respectful relationships and challenges harmful stereotypes that can perpetuate entitlement and sexual violence.

### Consent Conversations with Chanel Contos:

Four UNSW students had the chance to sit down with Chanel Contos, founder of Teach Us Consent and author of *Consent Laid Bare*. Together, they talked about what consent really means, the different types of people who can cause harm, how alcohol and drugs affect consent, and what sexual coercion looks like. They also discussed how people might respond to trauma, how consent works for neurodivergent people, how to read non-verbal cues, and where to find support at UNSW.

## From the Student Equity, and Diversity & Inclusion Team

### **The launch of the Gender Equity Strategy**

In March 2024, UNSW launched its first Gender Equity Strategy, developed by Access, Equity and Inclusion (now Student Equity, and Diversity & Inclusion).

Supported by university leadership, Faculties, Divisions, and the Vice-Chancellor, the strategy is being implemented by the newly formed Gender Equity Steering Group, with representatives from across the university driving its progress.

### **SAGE Athena Swan**

In 2024, UNSW was awarded its 3rd, 4th, and 5th Cygnet awards from SAGE Athena Swan. Focusing on gender equity, these awards covered student pathways in STEM, LGBTQIA+ Inclusion, and Workplace Culture. UNSW is now eligible to apply for an Athena Swan Silver Award and is currently developing the Silver Action Plan.

### **Carer's Support Fund**

The UNSW Carers' Support Fund enables UNSW employees and UNSW Higher Degree Research (HDR) Program students of all genders with caring responsibilities, to continue to enhance their careers. Funding allows them to actively participate in national and international conferences, workshops, symposiums or fieldwork, both online and in-person. In 2024, we awarded funds to 63 applicants.

### **International Women's Day (IWD) 2024**

The Centre for Ideas brought together a panel of experts to explore how holistic approaches to community care can be utilised to respond to gendered violence. The panellists included:

- Chanel Contos: Author and activist
- Angela Griffin: UNSW student activist and gendered violence researcher
- Vanessa Lee-Ah Mat: First Nations lead of the First National LGBT+ Sistersgirls and Brotherboys experiences sexual violence survey
- Moo Baulch: Chair of national violence prevention foundation Our Watch.





^“It’s in the Bag” donation

## From the Medicine & Health Gender Equity Network

### **Elimination of Violence Against Women hybrid event**

An annual event hosted by UNSW’s Medicine and Health Gender Equity Working group. 2024’s event included a panel event put together by the MEDIC Gender Equity Working Group highlighting the theme 16 Days of Activism: #NoExcuse. [UNiTE to End Violence Against Women Campaign](#)

## From the Engineering School

One staff member from the Faculty of Engineering took part in bystander facilitator training and plans to send HDR students to Bystander workshops in 2025.

## From the Business School

It’s in the Bag an initiative from the [Share the Dignity](#) charity has been supported by the Business School’s EDI Committee for the past couple of years. Share the Dignity is an Australian charity working to ensure no one is forced to face the indignity of period poverty when at risk of or experiencing homelessness, domestic violence, or poverty. “It’s in the Bag” donations are packed with all the essentials for women and girls in need. Welcoming donations from Business and Medicine and Health staff, students and faculty come together for a ‘packing day’ bringing supporters together for the cause.

## Other Initiatives

### **Step Out Speak Out Walk (Fri 22 Nov)**

Emeritus Professor Brynn Hibbert joined thousands of supporters and represented UNSW at this event, which raised awareness about domestic violence and encourages everyone to take a stand. The Governor of NSW led national and local MPs, Councillors, 100 Rabbitoh’s, members of other sporting clubs, police, SES and many school children to Grant Reserve.

### **National Higher Education Code to Prevent and Respond to gender-based violence**

A National Code will apply to higher education providers from 1 January 2026. This response to the findings of the Universities Accord drew on activism and expertise from across the sector. Dr Allison Henry, Senior Research Manager with the Australian Human Rights Institute has been instrumental in these developments. Allison served as a member of the Commonwealth Department of Education’s Gender-based Violence Stakeholder Reference Group, contributing to the development of the [Action Plan Addressing Gender-based Violence in Higher Education](#). As a member of the Expert Reference Group on the [National Higher Education Code to Prevent and Respond to Gender-based Violence](#), Allison has provided expert advice on higher education regulation as it relates to sexual harassment and sexual assault. Allison completed her doctoral research on [Regulatory responses to addressing and preventing sexual assault and harassment in Australian university settings](#) with UNSW’s Australian Human Rights Institute in 2023.





## From the Tax & Business Advisory Clinic

### Education & Awareness raising

- Financial Abuse Awareness Training Sessions: held on-campus 6th February 23rd May and 5th September, educating our clinical staff and all 46 enrolled students completing their 10-week WIL placements at the clinic
- Chartered Accountants Australia and New Zealand Small Firm Big Impact Podcast – Financial abuse in the tax system and how to recognise the signs. (26/11/2024) [Podcast link](#)
- Parliament House UNSW Showcase – Tax Clinic booth for Preventing the weaponisation of the tax system by perpetrators of economic abuse. (21/08/2024)
- Australia's annual Economic Abuse Awareness Day: on 26th November, the Clinic organised a Pop-up Awareness Booth at UNSW, where our team distributed information flyers and displayed posters across campus.

### News Articles and Interviews

- UNSW Newsroom – [How to identify and support women facing economic abuse](#). (8/02/2024)
- The Guardian - [Financial abuse can follow victims long after relationships end. Australian experts are calling for reform](#). (29/03/2024)
- ABC News article – *Australia's tax system is an unwitting 'weapon' family violence offenders use against their victims. These people want to stop it*. (19/06/2024)
- ABC radio – [Calls for ATO to crackdown on financial abuse](#). (19/06/2024)
- The Conversation – [Australia's tax system is being weaponised against victims of domestic abuse. Here's how](#). (19/06/2024)
- UNSW Newsroom – [Australia's tax system is being weaponised against victims of domestic abuse. Here's how](#). (20/06/2024)
- ABC News, The Business – [Tax Abuse](#) (19/06/2024)
- Chartered Accountants Australia and New Zealand article – [Financial abuse in the tax system and how to recognise the signs](#). (23/09/2024).

### Journal Paper

- Ann Kayis-Kumar, Christine Speidel and Les Book, 'Squeezing blood from stones? A comparative analysis of tax relief for victim-survivors in Australia and the United States' (2024) 39(2) Australian Tax Forum 191-220.

### Policy Papers

- Mapping the abuse of Australia's tax and transfer system, April 2024
- Closing policy gaps: Preventing the weaponisation of the tax system by perpetrators of economic abuse, April and June 2024
- Tax administration responses to lessen intimate partner financial abuse, October 2024.

### Government Submissions

- Submission to the ATO's National Tax Clinic Program Consultation Paper (9/02/2024)
- Submission to the Parliamentary Joint Committee's Inquiry into the financial services regulatory framework in relation to financial abuse in Australia (28/05/2024)
- Leading the National Tax Clinic Program's Submission to the Parliamentary Joint Committee's Inquiry into the financial services regulatory framework in relation to financial abuse in Australia (21/06/2024)
- Provided expert evidence at the Parliamentary Joint Committee's Inquiry into the financial services regulatory framework in relation to financial abuse in Australia. Submission 9. 9/08/2024
- Responses to Questions on Notice from Inquiry into the financial services regulatory framework in relation to financial abuse in Australia. 5/09/2024
- Submission to the Inspector-General of Taxation and Taxation Ombudsman's IGOT Workplan for systemic reviews 2024/25 (4/10/2024)
- Submission to the Senate Economics References Committee Inquiry into Australia's Taxation System (18/10/2024)
- Submission to the Inspector-General of Taxation and Taxation Ombudsman's IGOT Investigation on Identification and management of financial abuse within the tax system (10/12/2024).

# Prevention of gendered violence initiatives and activities

## Education initiative overview

Training	Overview	Audience	2024 Completions
<b>Respectful Behaviours and Preventing Gendered Violence Moodle Lesson (Compulsory)</b>  Online, 30 mins	This module is one of three <a href="#">Student Essentials</a> modules that all students must complete to be part of the UNSW community. It explains what respectful and appropriate behaviour looks like, outlines consequences, and provides ways to seek support and report. It also offers tips for responding to harmful behaviours. Completion is mandatory for all students to proceed with future enrolment.	All newly enrolled students from Term 3, 2024	Over 11,400 students completed the lesson, representing 97% of commencing students in Term 3, 2024.  24 exemptions requested for wellbeing concerns.
<b>Working@UNSW Module</b>  Online, 25 mins	Replaced the Sexual Misconduct Awareness module and Responsible Employee in Nov 2024. Focuses on the new <a href="#">UNSW Code of Conduct and Values</a> , covering gendered violence including power imbalance, romantic relationship at work, support, and reporting options.	All staff	13,614 completions were recorded across the three modules
<b>Safety@UNSW Module</b>  Online, 25 mins	Includes preventing harm and psychosocial hazards along with health & safety and emergency response at UNSW. Updated in November 2024.  Staff up to date with safety training were automatically marked as having completed the module.	All staff	14,616 staff
<b>Gendered Violence: What you need to know for your Work Integrated Learning (WIL) or international experience</b>  Online, 30 mins	Updated from the WIL Sexual Misconduct module, covering appropriate workplace behaviour, work culture, Australian workplace health and safety laws and other jurisdictions, recognising gendered violence and response strategies.	Recommend to WIL students	4,363  About 90% of students on WIL completed either module

<b>MATE Bystander workshops</b>  20 workshops delivered  Face -to-face 90 minutes	Developed by Griffith University, the MATE bystander program (Motivation Action through Empowerment) challenges attitudes, beliefs and behaviours that normalise harmful and abusive behaviour. It promotes the message that active bystanders can help create a safe and supportive campus culture. This workshop empowers individuals to recognize harmful behaviours and equips them intervene safely.  The Deputy Dean of the Graduate Research School has tailored the program for HDR candidates. The Respectful Behaviours workshop is focused on supporting candidates as they begin their research at UNSW and covers a range of behaviours that are important in the HDR context, including workplace culture, cultural awareness, bullying, and gendered violence.	Staff/ students	400 students  77 staff
<b>Arc gendered violence awareness and prevention training for student leader's module</b>  Online, 1.5 hours	Self-directed online module covers how to respond to disclosures, selfcare, reporting and safe referral. A recent survey shows 96% of club executives feel supported in their role.	Student leaders	7,254 students  An increase from 5,065 in 2023
<b>LGBTQIA+ Allyship Training</b>  Online module 30 minutes  Followed by Face-to-face 2 hours	Inclusion@UNSW trainings help participants foster an inclusive culture by adjusting behaviours and engaging in critical conversations. The LGBTQIA+ Allyship Moodle module provides foundational knowledge while also exploring practical allyship. Positive feedback highlights the value of understanding LGBTQIA+ identities and effective allyship.	Staff/ students	310 staff/ students
<b>Healthy Relationships Training</b>  Face-to-face 2 hours	This training, delivered by PASH peers from the Health Promotion Unit (HPU), addresses sexual health literacy gaps for international students. Covers consent, healthy relationships, gendered violence, and sexual health, aiming to improve students' ability to access health support on campus. A post training survey found 67% considered the information very or extremely useful.	International students – Under 18 & Introductory Academic Program (IAP) UNSW College Students	413 international students
<b>PASH (Peers Advocating for Sexual Health) Training</b>  Face-to-Face 1-day	Aimed at building student' skills and confidence to discuss sexual health and healthy relationships with their peers. The training covers sexual health, HIV, consent, gendered violence, and effective communication.	Student leaders	33 students
<a href="#">Sex &amp; Relationships 101</a> A component of the NSW Health International Student Sexual Health Hub Online Modules  5 Modules 7 – 30 minutes long	Aims to address sexual health literacy gaps among international students. It covers consent, healthy relationships, safe sex, and contraception, STIs and HIV.  Developed by UNSW International Students with support from the UNSW Health Promotion Unit (HPU) and in partnership with NSW Health, it was launched in August 2024.	International students	111 students



## Highlighting prevention and response initiatives in on-campus residential settings

**UNSW owned colleges: Colombo house, Fig Tree Hall, International House, Kensington Colleges, UNSW Hall**

### **Training & Workshops:**

- All residents (2212) in UNSW Accommodation were asked to complete online modules before commencing their contract (79% completion in Apartments, 81% in colleges)
- All incoming UNSW Colleges first year students (approx. 500) were invited to attend a 90-minute Consent Conversations workshop, delivered jointly with UNSW Residential Fellows and Learning Consent (77% uptake)
- All returning residents (approx. 600) were invited to attend a 60-minute Continuing Conversations Workshop, delivered jointly with UNSW Residential Fellows and Learning Consent (65% uptake)
- 30 college student leader volunteers took part in a pilot of our bystander intervention workshop and took part in focus groups to create content and give feedback
- 110 future student leaders (for 2025) took part in 'Say Something', our 90-minute bystander intervention workshop
- One of the Deans presented on Say Something at the Asia Pacific Student Accommodation Association (APSAA)
- RWO and Psychology and Wellbeing delivered REALationships, an opt in workshop on sex and relationships.

### **"Say Something" Workshop Highlight:**

Equipping students with the tools for bystander intervention within the College context was identified as a priority for 2024. UNSW Colleges collaborated with Learning Consent to develop "Say Something," a tailored bystander program for residential students. This workshop acknowledges a broad spectrum of issues beyond sexual consent, including everyday challenges like sexist jokes, offensive language, cancel culture, hazing, and online bullying. By empowering students to engage in meaningful conversations and actions, the aim is to cultivate a culture of active bystandership and community support within college environments.

The program is grounded in a simple yet effective framework that distinguishes between Direct (in-the-moment) and Indirect (post-incident) intervention approaches. We define a bystander as anyone who sees, hears, or has knowledge of an incident involving problematic or harmful behaviour, emphasizing that action—whether immediate or reflective—can make a difference.

The "Say Something" workshops introduced a new, dynamic learning format: Forum Theatre. This interactive style promotes social change by inviting audience participation, allowing students to suggest alternative actions or step into scenes themselves to explore different outcomes. Two original scenes were created to explore bystander dynamics:

- Scene 1: Reinforcing positive behaviour and addressing sexist comments after a social event
- Scene 2: Tackling the spread of gossip and its potential harm within college communities.

The program was rolled out to student leaders, including those involved in O Week, House Committee, Student Fellows, and Residential Assistants, totalling about 10% of the student population in UNSW owned colleges. Focusing on student leaders is critical as their influence within the community allows them to role-model positive behaviours, promote intervention strategies, and help embed bystander intervention as a cultural norm.

The approach and program proved highly effective,

with over 94% of attendees feeling more confident to intervene after the session and 97% rating the experience highly. Lauren Ryznar, Dean of Philip Baxter College, was invited to present on the project at the Asia Pacific Student Accommodation Association Conference in Auckland in October 2024, where it received a positive response from the sector.

#### Procedures & Reporting:

- Handbooks (based on UNSW policies) outline resident obligations of respectful behaviour
- Welcome talks outline student codes of conduct and student complaints including sexual misconduct
- Posters in common areas and individuals' rooms including the 'You Can Speak Up'
- Staff training on responding to reports of Gendered Violence
- Students report to Deans or Residential Fellows or Residential Wellbeing Officer (RWO) and are referred to the UNSW Gendered Violence Portal and support services
- When requested, students are supported by Deans to make external reports to Police
- RWO role continued, acting as a point of contact regarding a range of student issues, included gendered violence. RWO discusses reporting and support options with students, provides initial counselling support, and refers to appropriate service(s).

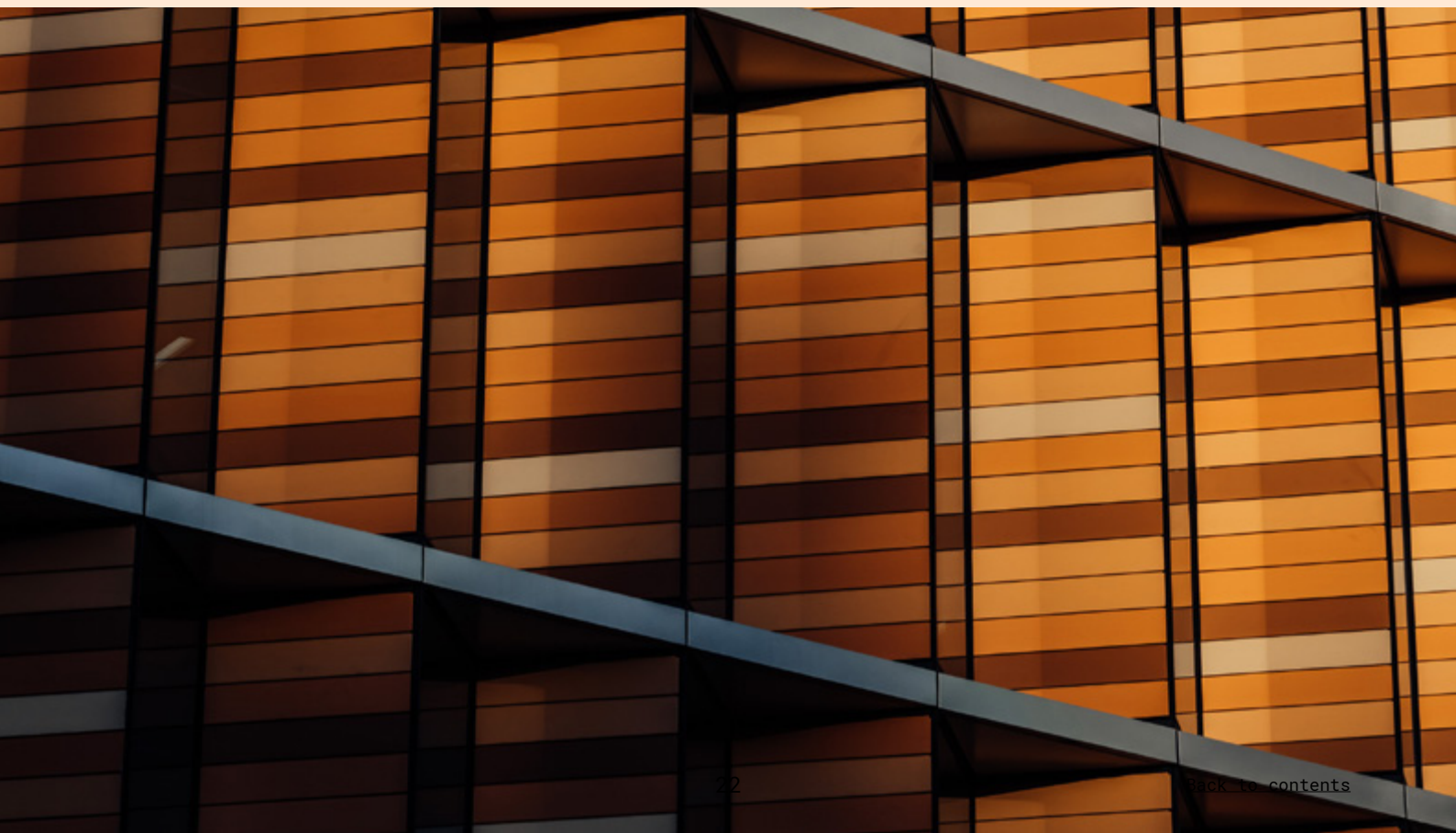


Student feedback described the workshops as

**"comprehensive, relevant to college life, and empowering."**

Another student remarked,

**"Before coming to this workshop, I just knew the meaning of the word bystander; now I know what it actually means and what can be done."**



## Warrane College

### Training & Workshops:

Training and instruction is multi-faceted.

- Residents receive: Compulsory group presentations; non-compulsory ongoing formational sessions; regular individual attention and pastoral care
- Leaders (Residential Tutors) attend four full-weekend training days annually, weekly meetings during the term, and fortnightly meetings for each pair of Residential Tutors who care for a floor of 25 residents - with senior staff to address any issues and provide guidance.

### Compulsory sessions:

- “How To Thrive at Warrane” session is held in Orientation Week (and again in Week 1 for those who arrive after O-Week). Residents’ rights and obligations and the college policy is discussed in this session. It is also held at the beginning of every Term for new residents entering the college. We encourage residents to become familiar with the policy as well as the complaints portal where reports can be made
- In early Term One, Warrane College hosts the “Sexual Harassment, Consent, and the Law” presentation. This hour-long session covers Federal and State legislation concerning sexual assault, harassment, and bullying. It outlines what constitutes sexual harassment, the legal process, and the potential long-term impacts on people affected, people reported to use harm, and the community. The presentation also highlights residents’ rights and obligations, including bystander responsibilities. The presentation explains how residents’ behaviour can be governed by workplace legislation. The presentation is led by an Australian Federal Police officer and an ADFA lawyer experienced in Court Marshalls and legal consultation for workplaces.

### Non-compulsory ongoing formational sessions:

- Weekly sessions during the term are open to all residents and they are encouraged to attend. They deal with respect, tolerance, self-improvement, virtue, and life skills. They are aimed at giving residents the advice they need to succeed in society, academics and community and are often presented by esteemed alumni of the college, or senior tutors, or staff.

### Regular individual attention and pastoral care

Residential tutors provide personal attention to residents in their care. On average, each resident will have a fortnightly informal session with one of their tutors (or both if requested) where issues can be raised. The tutor must follow the policy of escalation to senior staff if deemed serious, and if the person concerned gives their consent.

Residential Tutors receive annual First Aid and Mental Health First Aid training.

### Procedures & Reporting:

- The Warrane College Sexual Assault and Harassment, Bullying, and Discrimination Policy is in accordance with the Gendered Violence Strategy and actively supports its goals and principles
- The 2024 Warrane College Handbook includes the policy in conjunction with the UNSW Strategy and is distributed to residents in both hard and soft copy formats, with a direct link to the complaints portal provided within the handbook
- The policy undergoes an annual review by the Master and the Dean, who collaborate with other senior staff members during the process
- There is a misconduct procedure that is addressed by various levels of leadership including a process for any complaints against the Dean or senior staff. All matters are documented on the UNSW reporting portal
- The [Education Development Association Child Protection Policy](#) is the relevant document for handling matters that involve minors in Warrane College. It can be downloaded via the link. EDA is the owning and governing body for Warrane and has engaged external consultants on a review of Child Protection in 2024. An updated policy is expected to be published in 2025.



## New College & New College Postgraduate Village

### Training & Workshops:

Master and Deans review handbooks, relevant incidents, and past practice at the end of each calendar year.

- Master, Deans, and pastoral care students (supervision ratios are undergraduate 1:32, postgraduate 1:40) complete a 3-day intensive retreat prior to O'Week on college procedures and practices. Addressing misconduct is a major component of intensive retreat training
- Pastoral care students receive an additional week of training on relevant issues
- New residents attend commencement workshops guided by the Deans of Residents on good community life
- All New College incoming students complete the Gendered Misconduct Online Module designed for colleges prior to commencement of Term
- Presentation on the legal aspects of sexual misconduct presented by Ms. Edwina Hine, Dean of Residents, New College Postgraduate Village
- Master, Deans of Resident, and pastoral care students meet weekly to actively monitor any misconduct in community
- Special briefings are held (as specified by policy) if any sort of critical incident emerges.

### Procedures & Reporting:

- Handbooks outline sexual harassment and encourage witnesses to raise and escalate concerns
- Harassment, Bullying and Discrimination Policy outlines responsibility to prevent sexual misconduct held by all staff and students
- Incidents are investigated by Deans of Residents and reported via the UNSW GV Portal by the Master
- Any misconduct by or in relation to students aged under-18 is mandatorily reported to parents
- NSW Ombudsman's Guideline on complaint handling is the reference document for dealing with complaints and misconduct issues.

## Shalom College

### Training & Workshops:

- Residential Advisers received training on policies, sexual misconduct etc.
- Healthy Relationships & Consent sessions provided during O-Week & Week 1
- Relevant talks and presentations and throughout the year as available
- All applicants to the college are advised about the focus on respectful relationships and what this means
- Clay and Consent workshop for Resident Advisors at the start of 2024.

### Procedures & Reporting:

- Resident Handbook contains Respectful Relationships and Sexual Misconduct Policy, conduct policies etc, and is reviewed annually
- Signage in common areas including Summary of Sexual Misconduct Policy and other posters
- Process flowcharts that show what happens after a disclosure are displayed on noticeboards
- Incidents are reported via UNSW GV Portal.





# Highlighting work from the Gendered Violence Research Network (GVRN)

## Gendered Violence Research Network (GVRN) Training and Resource Development 2024

UNSW	Overview	Audience	2024 Completions
eLearning Modules			
UNSW Arc Clubs	Revision and updating Gendered Violence Awareness & Response self-paced learning	All members and leaders in all Arc Clubs	19 August 2024
UNSW Arc Student Leaders	Edit and completion of self-paced Gendered Violence Awareness & Response training	Student leaders in SRC and PGC and members of the Student Council	14 November 2024
UNSW Work Integrated Learning	Revision and update of the self-paced Gendered Violence Awareness & Response training	Students undertaking Work Integrated Learning (WIL) and international placements	21 October 2024
Synchronous training- face to face & online			
UNSW Arc PGC & SRC	Gendered Violence Awareness & Response training x 2 hrs	21 participants Members of Student Representative Council and Post Graduate Council	November 2024
UNSW College	Gendered Violence Awareness & Response training x 4 hrs	10 participants Staff and senior managers	June 2024
UNSW Canberra	Respectful Relationships Panel	60 participants Staff and senior management	June 2024
UNSW Canberra	Gendered Violence Awareness & Response Training x 4 hrs	11 participants Staff and senior management	June 2024
UNSW School of Biotechnology and Biomolecular Science	Gendered Violence Awareness & Response Information session x 2 hrs	53 participants Staff and senior management of school	September 2024

## Research Partnerships & Resource Development 2024 of relevance to UNSW Staff and Students

A new practice guide - Engaging with victims and survivors of child sexual abuse: A practice guide for workers and organisations was funded by the National Office for Child Safety and developed by GVRN in partnership with the National Association of Services Against Sexual Violence (NASASV) to help workers and organisations support victims and survivors of child sexual abuse.

To read the guide and find helpful tools, resources, links, and knowledge click on link below.

[childsafety.gov.au](https://childsafety.gov.au)

The Commonwealth Department of Social Services engaged the GVRN to undertake a National Survey of LGBTIQA+ Sistergirl and Brotherboy Experiences of Sexual Violence.

[National Survey of LGBTIQA+SB Experiences of Sexual Violence](#)

- [Report 1 Prevalence, attitudes and lifetime experiences](#)
- [Report 2 Impact, help-seeking and bystander intervention](#)
- [Summary Report](#)

## Gendered violence grants

In late 2023, the Vice-Chancellor's Office awarded funding to 11 Gendered Violence Strategy Grants, selected from 37 applications. These student- and staff-led initiatives aim to build a safer, more respectful campus by enhancing leadership, improving communication around gendered violence, increasing transparency in reporting, and driving cultural change across our community.

Eight of the 10 projects were successfully implemented in 2024, with final reports submitted detailing their outcomes and learnings, which have been summarised below. The remaining two projects are either still in progress or pending final reporting and will be reviewed as part of our continued commitment to transparency, accountability, and improvement.

### EmpowerU: Rights, Worth, and Voice

**Funding:** \$1,000

A 3-week workshop series for female and female-identifying students focused on healing, boundary-setting, self-care and identifying abusive behaviours.

#### Impact highlights

- Participants reported an increased ability to recognise abusive or exploitative behaviours, a reduction in victim-blaming attitudes and greater confidence in identifying warning signs
- Participants showed improvement across key areas including understanding healthy relationships, setting boundaries, and self-kindness
- Key takeaway from the workshop was the value of face-to-face, supportive spaces in reducing victim-blaming and building resilience.

### GV First Responder Training

**Funding:** \$5,000

A tailored training program for student leaders, including club executives and council representatives, to build confidence in responding to disclosures of sexual misconduct.

#### Impact highlights

- 45 student leaders attended the in-person training in late 2023 and 20+ attended in 2024
- Knowledge and confidence improved significantly, with 26 out of 28 participants rating their understanding of gendered violence good or very good, and 25 out of 28 reporting good or very good confidence in handling disclosures
- GV online and in-person training is now embedded into student council inductions.

### "How Do You Like It?" – Clay Conversations on Consent

**Funding:** \$5,000

An arts-based workshop using clay to explore consent, boundaries, and communication. Workshops were targeted at international under 18 students, Residential Fellows in Affiliated College and SEXtember festival attendees.

#### Impact highlights

- 64 students participated across 8 workshops held between 2023-2024
- 88% of participants reported increased knowledge of UNSW support services
- 92% of students surveyed gained knowledge about consent
- 98% would recommend the experience to others, and 88% found the tactile, creative format highly positive.

## Awareness and Empowerment at UNSW Canberra

**Funding:** \$5000

UNSW Canberra hosted a panel discussion on ‘Nurturing Respectful Relationships Education and the Workplace’ on 12 June 2024 led by experts in the field. The event engaged over 110 participants across students, staff, and cadets.

### Impact highlights

- Overwhelmingly positive feedback from participants via post-event surveys and informal responses
- Inspired trauma-informed updates to UNSW Canberra’s Student Complaints Guidelines
- Contributed to an institutional shift with Cadets now access both UNSW and ADFA support services.

## GV Awareness and Response Training (UNSW Canberra)

**Funding:** \$2,000

Training for UNSW Canberra leaders contextualized to the ACT, co-developed with the Gendered Violence Research Network (GVRN).

### Impact highlights

- Post training participants reported a clear understanding of their responsibilities, appropriate responses, and referral pathways
- Feedback was overwhelmingly positive, with participants reflecting on past scenarios and how they would respond differently using a trauma-informed approach
- The training contributed to a more transparent and collaborative approach institutional procedures across UNSW and ADFA.

## Consent Conversations for Returners

**Funding:** \$5,000

Workshops tailored for returning residents in UNSW Accommodation to explore complex consent issues in communal living.

### Impact highlights

- Reached 65% of returning students before term began
- Over 95% felt more confident in having safe, informed conversations about consent
- Feedback sparked the development of “Say Something,” a bystander training program to be rolled out in 2025.

## Psychology and Wellness Safe Space

**Funding:** \$5,000

A calming, culturally inclusive space co-created with students for those affected by trauma.

### Impact highlights

- Space in use by students in distress and positively received by students
- Further promotion ongoing in 2025.

## REALationships

**Funding:** \$5000

### Three events

1. A 90-minute workshop for UNSW college students on gender and relationships, helpful v harmful relationship behaviours, conflict resolution and self-soothing skills
2. A second event run during SEXtember incorporating feedback and questions from the first event with panellists Georgia Grace, Harri James & Nadine Neukirch
3. A healthy REALationships film series to be released in 2025.

### Impact highlights

- The feedback was positive with students most often requesting more time, more Q+A time, and more workshops.

For details on the remaining grants, please visit: [Gendered violence strategy grants](#)

# Training Highlight: Bystander Workshops

A strong interest in bystander training emerged from the 37 grant applications received in 2022, with eight proposals focused on this area. Rather than having each applicant arrange their own training, we funded a coordinated delivery of Griffith University's MATE Bystander Train the Trainer program in late 2023 and early 2024.

UNSW first trained 16 staff members. In 2024 an additional 21 staff members were trained, bringing the total number of trained facilitators to 37.

The MATE bystander program empowers individuals to become leaders in preventing violence and harmful behaviours. The workshops teach participants how to spot concerning behaviour and how to step in safely and effectively.

In 2024, UNSW's trained facilitators delivered 21 bystander workshops to over 400 students and 100 staff. The following two workshop streams were delivered:

- **Cultural Change Workshops** (12 delivered) focus on gendered violence and identifying and responding to disrespectful behaviours early, recognising how violence can escalate along a continuum
- **Creating Respectful Workplaces Workshops** (9 delivered) are tailored to workplace settings and equip participants to respond appropriately to more subtle forms of problematic behaviour in professional environments.

Both workshops provide participants with a practical bystander framework and encourage reflection on the different ways individuals can safely intervene. They highlight that everyone has a role to play in fostering respectful, inclusive communities.

To evaluate impact, participants were invited to complete pre- and post-workshop surveys. Key outcomes from the workshop are presented in a summary below.





Workshop details	Cultural Change Workshops (Gendered Violence focus)	Creating Respectful Workplaces Workshops
	12 workshops delivered 276 total participants <ul style="list-style-type: none"><li>- 211 students</li><li>- 65 staff</li></ul> 160 pre-workshop responses 137 post-workshop responses	9 workshops delivered 232 total participants <ul style="list-style-type: none"><li>- 195 HDR students</li><li>- 37 staff</li></ul> 208 pre-workshop responses 157 post-workshop responses
Prior exposure to bystander training.	67% had never undertaken any form of bystander training.	88% of participants had done very <i>little or no</i> bystander training before.
Understanding of bystander roles	Stronger understanding of the impact when bystanders do not intervene.	Before the workshop 7% if participants felt knowledgeable. After the workshop, this increased to 66%.
Confidence to intervene	Pre-workshop: 54% reported feeling unsure about how to safely intervene in a problematic situation.  Post-workshop 60% <i>agreed or strongly</i> agreed that they felt confident in their ability to intervene safely.	Pre-workshop: <b>6%</b> reported feeling unsure about how to safely intervene in a problematic situation.  Post-workshop: <b>90%</b> agreed or strongly agreed that they felt confident in their ability to intervene safely.
Recommendation ratings	<b>91% rated it 7 or higher</b>	<b>77% rated it 7 or higher</b>
10 is highly recommend and 0 is do not recommend		
Other outcomes	Positive shift in attitudes and beliefs towards the link between rigid gender stereotypes and gendered violence.  Strong belief in the link between gender inequality and gendered violence.  Recognition of personal leadership in preventing gendered violence.	Before the workshop, only 9% of participants understood the message sent by a bystander's actions or inactions, but this increased to 51% after the workshop.

Participant feedback



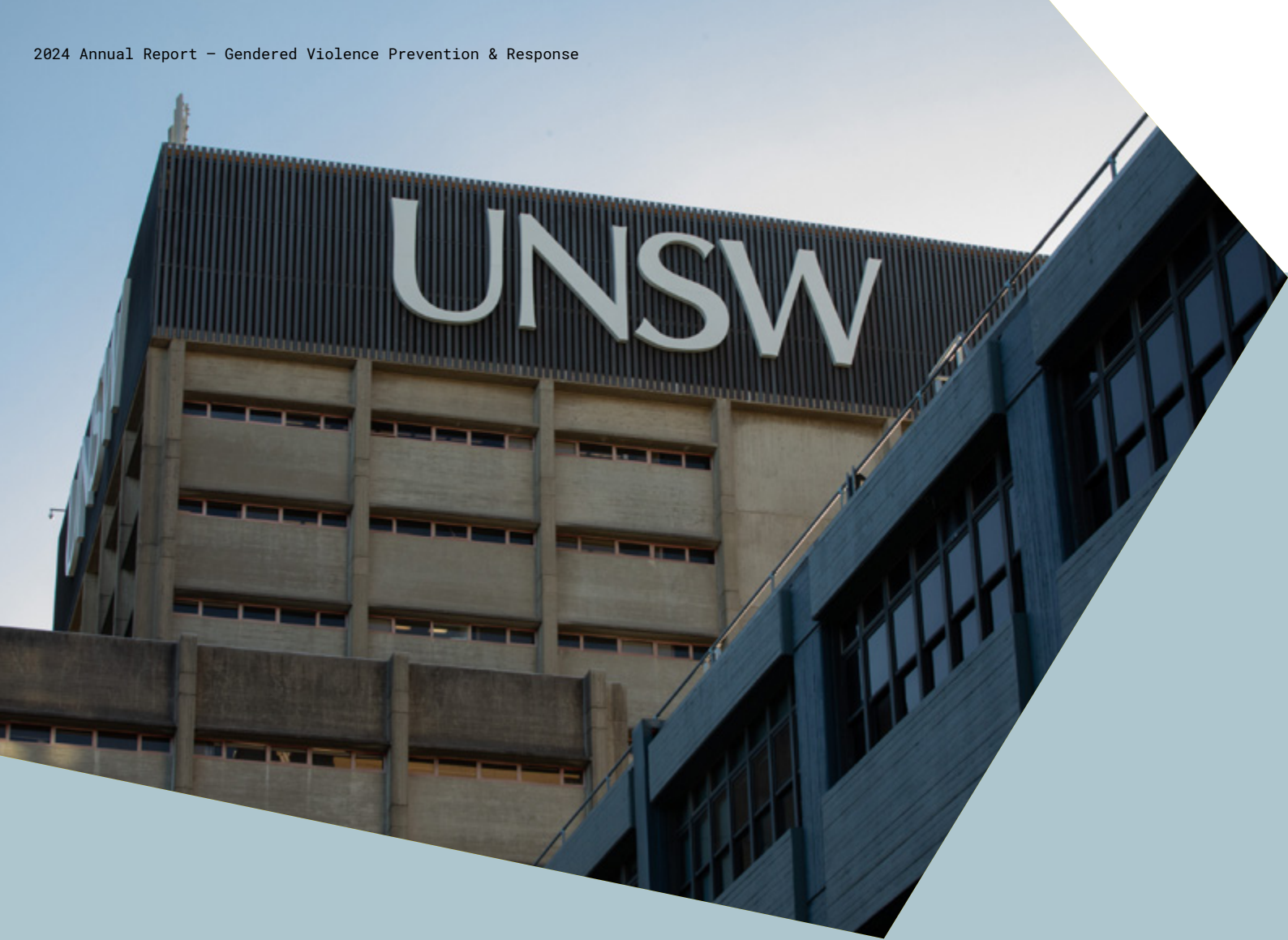
"The topic and content should be mandatory for everyone."

"Very important training that needs to be rolled out to everyone."

"This should be offered at the very beginning of the term."

"Time flew – which is rare for a professional development workshop. That says a lot about the topic and trainers. I'd be happy for it to run longer to fit everything in."

"Really great to see that the Faculty is focusing on and supporting respectful behaviour."



# Responding to Reports of Gendered Violence

## Transparency and accountability

UNSW's annual reports and the gendered violence website aim to increase transparency and improve trust in the reporting and response processes related to gendered violence. The summarised data provides a snapshot of:

- Total reports made to UNSW
- What happened with reports referred to the Conduct and Integrity Office (CANDI) or the People & Culture Employee Relations (ER) team
- Where incidents were reported to have occurred; whether on campus or off campus
- The types of gendered violence behaviours identified in reports, as categorised by the Gendered Violence Response Team (GVRT)
- Demographics of people who reported being affected by gendered violence, where known.
- Demographic details of people reported to have caused harm, where known.
- A comparison of behaviours that occurred on campus versus off campus
- The number of reports received each month
- How many incidents were reported through the GV Portal or other channels
- The time between when an incident occurred and when it was reported.

# GV Incident Reporting and Support at UNSW

## Online reporting

Changes to the online reporting system and support team were made on 12 February 2024:

- Implementation of a UNSW-wide case management system (CASEIQ) allowed for the integration of the existing online GV Portal into the new system
- Psychology and Wellness, with funding from Safer Communities, established specialist roles to form the Gendered Violence Response Team (GVRT), which now handles reports from students and members of the public through the Gendered Violence Portal
- An additional staff member joined the Safer Communities team in June 2024 to respond to staff reports.

## UNSW support approach

Staff responding to reports focus on safety, building trust, offering choice, collaboration, and empowerment. Support teams help community members continue their studies and/or work and access information, while minimising the need to repeat their experience.

## Purpose of online reporting

- UNSW was one of the first higher education providers to implement online reporting in 2017, as part of the ground-breaking program of work led by the Gendered Violence Research Network (GVRN)
- Online reporting platform supports secure, anonymous reporting by students, staff and the public
- Support includes psychological support and counselling, information, referrals to specialist services, advocacy, and case management where applicable
- Anonymous reporting allows individuals to choose whether to identify themselves, or others involved. This can support people to report if they are ambivalent or unsure about disclosing identities of those involved
- The GV Portal serves as a central data collection point to inform prevention activities.

## Report vs incident

- A report is an individual submission to the online GV Portal
- An incident refers to an event or occurrence.
- A report may document a single incident, or multiple incidents of gendered violence, which may be current or historical
- Multiple reports can relate to the same incident (e.g. from affected individual, witnesses, a support person, Campus Protective Services, other staff, or the public)
- In 2024, 7% (24 out of 332) of reports related to another report.

## Incident locations and relationship of those involved to the university

- Most reports come from UNSW students or staff seeking support about incidents outside UNSW locations and activities
- People reported to be using harmful behaviours are often members of the public
- All UNSW community members who report are offered support
- UNSW may be limited in what further action it can take regarding the behaviour of members of the public, or incidents that occur outside of UNSW locations and activities
- A detailed summary of on-campus incidents is followed by a summary of all reported incidents, irrespective of location or role.

## Comparing 2024 data to previous years' data

Significant changes were made to data capture in 2024, which limits comparison to data collected in previous years.

- Updates to the GV Portal and the formation of the GVRT made it easier to capture reports in one system. Previously, student support reports were recorded separately and not always added to the GV portal, which likely led to duplication or underreporting
- The new system supports capturing online and direct disclosures and removes duplicates
- Psychology and Wellness student services updated their intake screening processes to identify gendered violence cases and GVRT offers support when identified
- A new approach to categorising reported behaviours has simplified the process for reporters and improves data consistency.

## Data changes over time

- Information in the GV Portal is initially submitted by the reporter, or staff who have received a disclosure
- The initial information is often incomplete and is updated as more details are shared during interactions
- Data about outcomes may be incomplete, as individuals take time to understand options available, and decide what action they would like to take.



## Reports made to UNSW

In 2024, there were a total of **332 gendered violence reports** made, compared to **180 in 2023**.

The increase in reports in 2024 may be attributed to:

- a broader range of behaviours which can be reported as gendered violence; previous focus was reporting sexual assault and sexual harassment behaviours
- Improved data collection and integration of several reporting pathways, combining sources that were previously reported separately. See section 'Comparing 2024 data to previous years' for more information
- All disclosures made through the Psychology and Wellness intake form are now referred directly to the GVRT for follow up
- Campaigns promoting reporting, such as SpeakUp.

The rise in reports does not necessarily indicate more incidents are happening on campus. It could be that people are just reporting incidents more now than they did in the past.

## Support and action requested

When seeking support or reporting gendered violence, those affected have access to a variety of options, including:

### Support

- Safety planning and assistance with implementing protective measures on campus and beyond
- Access to trauma informed counselling and tailored support for students
- Access to the Employment Assistance Program (EAP) for staff
- Process information around Apprehended Violence Orders and Criminal Processes
- Academic support including adjustments and special consideration
- Support with hospital attendance, access to GP services and UNSW Health Services
- Assistance from Dean of Students within UNSW accommodation
- Advice on housing, financial support, including access to short-term crisis accommodation
- Guidance for individuals who are unsure of their options and uncertain about what they need
- Referral to external specialist services including Kingsford Legal Center for legal advice
- Access to monthly support meetups on campus through a partnership between the Survivor Hub and the Gendered Violence Response Team.

### Complaint to UNSW

- Information about UNSW GV complaint and investigation process
- Referral to UNSW Conduct and Integrity (CANDI) for student matters and/or Employee Relations (ER) for staff matters.

### Legal information & support

- Access to legal advice
- Accompanying support to the police station to assist with reporting the matter to police
- Assistance with obtaining protection orders
- Assistance with making a complaint to a relevant external organisation, such as the eSafety commission.

There are also a proportion of reports where no response or further action is taken, due to no response from the reporter or anonymous reporting. People who report anonymously can still be contacted through a secure message board that keeps their identity private.

## Complaints: referrals, investigations, and outcomes

Gendered violence matters may be referred to UNSW Conduct and Integrity Office (CANDI) or People and Culture Employee Relations (ER). CANDI responds to reports about student behaviour. ER manages response to reports about staff behaviour. In most situations, this referral only occurs with the consent of the person affected, reflecting UNSW's trauma-informed approach.

Where the Police are involved in a gendered violence matter, UNSW will seek the advice of the Police prior to acting.



## Outcomes of CANDI Referrals

In 2024, 20 reports were received by CANDI to assess if an investigation or outcome would be possible.

Each report was reviewed to determine whether the person reported to have caused harm was a currently enrolled student and how the report could be best managed.

Of the 20 reports referred to CANDI:

- 9 reports proceeded to formal investigation
  - 7 were substantiated and resulted in disciplinary action
  - 2 were not able to be substantiated, but safety measures were implemented
- For 8 reports, CANDI discussed options with the person affected and they chose not to proceed with a formal investigation, but appropriate protected measures and/or education responses were taken
- 3 reports were not investigated due to being out of the University's scope, however the University offered support to the person affected to report to external bodies such as the police.

### Outcomes of reports

#### Disciplinary actions against the person reported to have caused harm:

- 3 people issued permanent exclusions
- 1 person issued one-year suspension
- 3 people issued formal warnings.

#### Protective measures

- 5 'do not contact' directives issued to the person reported to have caused harm, preventing them from contacting the person affected
- 5 campus restrictions enacted in relation to the person reported to have caused harm.

#### Educational responses

- 1 educative interview with person about their behaviour
- 2 informal warnings issued in relation to behaviour reported.

## Outcomes of ER Referrals

In 2024, Employee Relations (ER) received a total of 19 reports of gendered violence; 18 related to staff member behaviour, and 1 related to behaviour of a member of the public.

Each report was reviewed to confirm whether the person reported to have caused harm was a staff member. Where the person was an employee, ER conducted a preliminary assessment to determine if there was sufficient information for an investigation into the conduct. An investigation outcome is required to proceed to any staff disciplinary process.

In 2024:

- 13 reports were referred via the GV Portal
- 6 reports referred using other channels
- 5 of the 19 reports related to the same person reported to have caused harm.

Assessment and Investigation:

- 12 reports underwent a preliminary assessment
- Reasons for not undertaking a preliminary assessment include insufficient information, or that the person reported to have caused harm was not an employee
- One report was determined not to be gendered violence, based on preliminary assessment
- 7 reports progressed to an investigation, with two of these resulting in disciplinary proceedings.

### Outcomes of reports

#### Disciplinary actions

- 1 termination of employment

#### Action taken to address the behaviour

- 1 apology to the person affected regarding behaviour reported
- 1 reminder issued to the person reported to have caused harm
- 1 meeting between a senior leader and person reported to have cause harm.

#### Other outcomes

- 2 resignations following a report
- 2 reports had allegations not substantiated
- 1 exclusion from attending future events
- 1 case not progressed due to insufficient information
- 1 conclusion of employment due to the end of a fixed term contract.

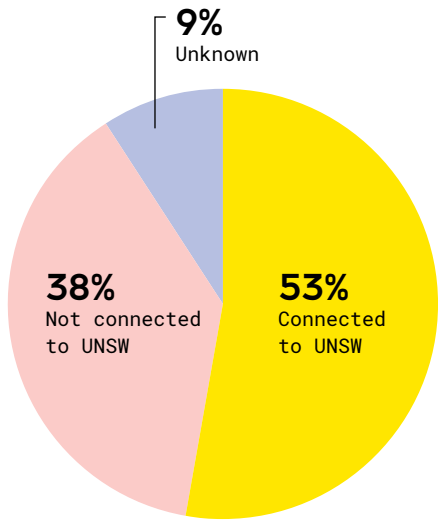
Outcomes of a number of preliminary assessments and investigations were unknown at the time of collating this information. ER is undertaking action to improve reporting about case management and outcomes.

# Summary of gendered violence reports by location, activity and person reported


The percentages below are based on 332 total reports to UNSW from 1 January to 31 December 2024.

## Overall reports connected to UNSW by location, activity, or person reported to have caused harm

- **53%** (175 out of 332) of total reports were **connected to UNSW** by location and/or activity and/or because the person reported to have caused harm was a staff member, student or affiliate
- **38%** (126 out of 332) of total reports were **not connected to UNSW**
- **9%** (31 out of 332) of total reports occurred at an **unknown location and/or listed the person reported to have caused harm as unknown.**




## Location where incident occurred



26%

(87 out of 332) of total reports occurred on-campus:


- **15%** (49 out of 332) **UNSW campus**
- **6%** (19 out of 332) **UNSW accommodation**
- **5%** (16 out of 332) involved **both on and off campus locations**
- **1%** (2 out of 332) **Affiliated accommodation.**



49%

(162 out of 332) of total reports occurred off-campus:


- **48%** (158 out of 332) occurred in off-campus locations.
- **1%** (4 out of 332 reports) occurred on **public transport** .



5%

(17 out of 332) of total reports occurred during or after a UNSW activity:


- **4%** (12 out of 332) **during a UNSW activity**
- **1%** (4 out of 332) **after a UNSW activity**
- **<1%** (1 out of 332) during **work integrated learning.**



7%

(22 out of 332) of total reports occurred on online platforms:

- **5%** (18 out of 332) on a **private platform**
- **1%** (4 out of 332) on a **platform connected to UNSW.**



13%

(44 out of 332) of total reports occurred at **unknown locations**



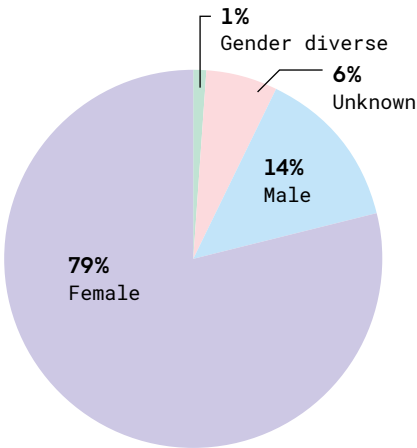
## Relationship between people affected and those reported to have caused harm

People affected	Person reported to have caused harm				
	Member of the public (45%)	Student (30%)	Staff (8%)	Unknown (12%)	Other* (5%)
Student (86%)	43%	25%	5%	10%	3%
Staff (6%)	1%	2%	2%		1%
Member of the public (6%)	1%	2%	1%	2%	
Other e.g. affiliate to UNSW, former student or unknown (2%)		1%			1%

- **45%** (149 out of 332) of reports identify a **member of the public** as the person reported to have caused harm.
  - **30%** (98 out of 332) of reports identify **student** as the person reported to have caused harm.
  - **8%** (28 out of 332) of reports identify **staff** as the person reported to have caused harm.
  - **12%** (41 out of 332) of people reported to have caused harm are unknown.
- **5%** (16 out of 332) includes alumni and affiliates of UNSW, and represents a snapshot in time when not all individuals responsible had been fully categorised. As a result, some people may not have been assigned to a specific group yet.
  - From 2023 to 2024, there has been an increase in students reporting members of the public to the gendered violence response team as the person reported to have caused harm from, 23% to 45%.

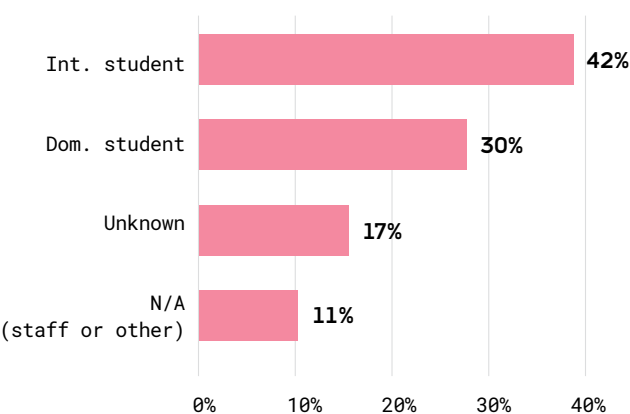
## Demographic details of people affected

Gender person affected



- 79% (263 out of 332) Female
- 14% (47 out of 332) Male
- 1% (2 out of 332) Gender diverse
- 6% (20 out of 332) Unknown

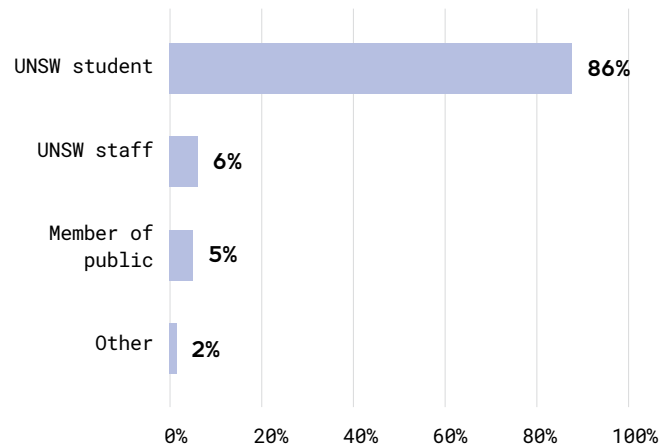
Domestic vs international student



- 42% (141 out of 332) International
- 30% (101 out of 332) Domestic
- 17% (55 out of 332) Unknown
- 11% (35 out of 332) N/A (staff or other)

## Demographic details of people affected (continued)

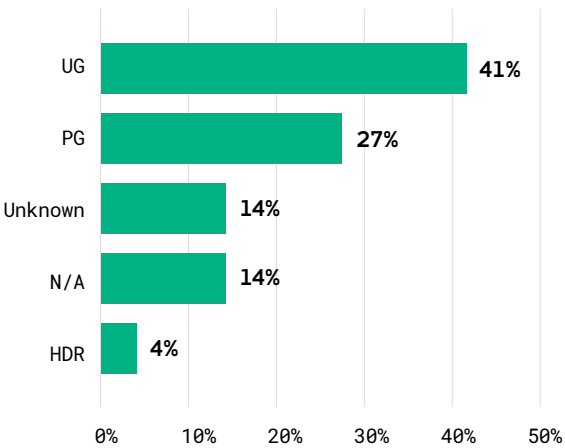
Connection to UNSW



- 86% (287 out of 332) UNSW student
- 6% (20 out of 332) UNSW staff
- 5% (18 out of 332) Member of the public
- 2% (7 out of 332) Alumni or affiliate to UNSW

- 86% (287 out of 332) of reports **identify students as the person affected**. The breakdown of these reports involve:
  - 26% (74 out of 287) domestic and family violence/ intimate partner violence and coercive control behaviours
  - 24% (70 out of 287) sexual assault
  - 10% (28 out of 287) sexual harassment
  - 7% (20 out of 287) gendered harassment
  - 7% (20 out of 287) technology facilitated abused
  - The remaining 26% (75 out of 287) include physical assault, historical child sexual abuse, stalking, touching without consent, and bullying.

Course level

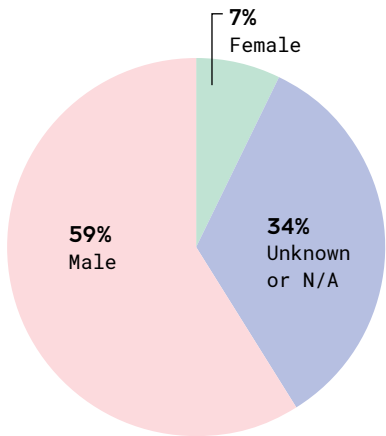


- 41% (136 out of 332) Undergraduate
- 27% (90 out of 332) Postgraduate
- 14% (47 out of 332) Student, course level unknown
- 14% (47 out of 332) Not applicable, not a student.
- 4% (12 out of 332) HDR

- 6% (20 out of 332) of reports **identify staff as the person affected**. The breakdown of these reports involve:
  - 35% (7 out of 20) sexual harassment
  - 25% (5 out of 20) gendered harassment
  - 10% (2 out of 20) domestic and family violence
  - 10% (2 out of 20) stalking
  - The remaining 20% (4 out of 20) related to behaviours described as aggression/threats, touching without consent and harassment.

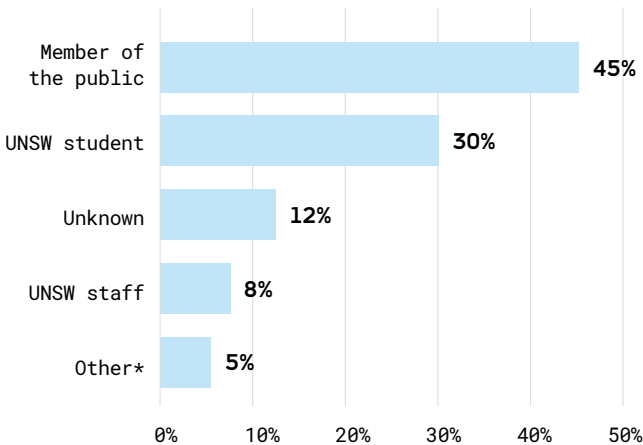
# Demographic details of people reported to have caused harm

Gender



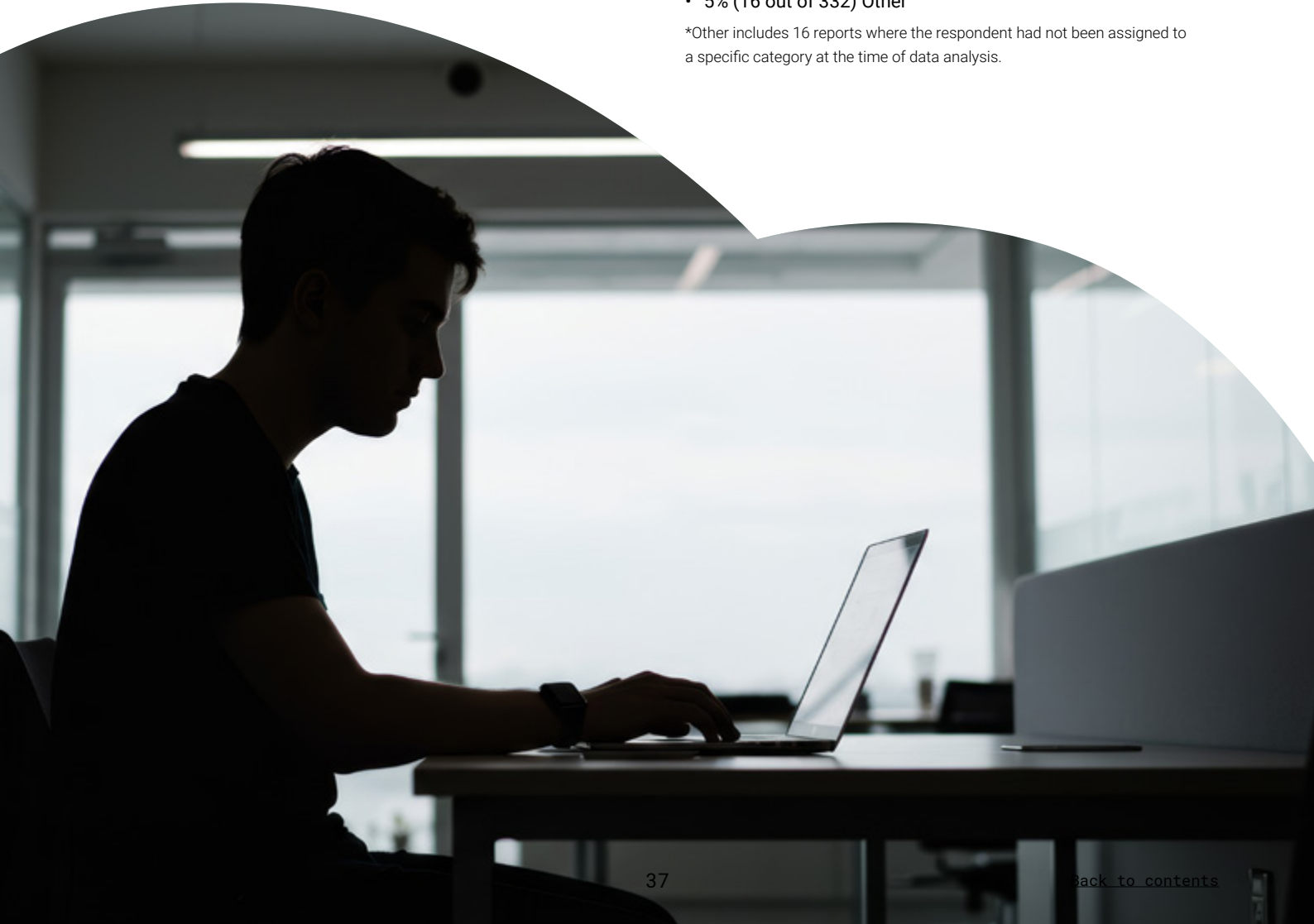
- 59% (196 out of 332) Male
- 7% (24 out of 332) Female
- 34% (112 out of 332) Unknown

Connection to UNSW



- 45% (149 out of 332) Member of the public
- 30% (98 out of 332) UNSW student
- 12% (41 out of 332) Unknown
- 8% (28 out of 332) UNSW staff
- 5% (16 out of 332) Other

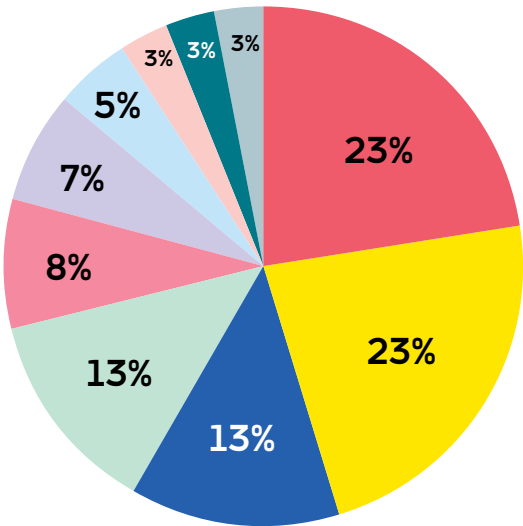
\*Other includes 16 reports where the respondent had not been assigned to a specific category at the time of data analysis.



# Behaviour identified in overall reports categorized by UNSW response staff

## GV Type as categorisd by the Gendered Violence Response Team

- Sexual assault 23% (75 out of 332)
- Domestic & family violence and/or intimate partner violence 23% (78 out of 332)
- Sexual harassment 13% (43 out of 332)
- Other 13% (43 out of 332)
- Gendered harassment 8% (27 out of 332)
- Tech-faciliated abuse 7% (22 out of 332)
- Not GV 5% (16 out of 332)
- Physical assault 3% (10 out of 332)
- Unknown 3% (10 out of 332)
- Stalking 3% (9 out of 332)



## Notes about GV type

- Students usually present directly to Psychology and Wellness for support regarding relationship violence, in preference to using the GV Portal
- People affected most typically sought support for the impact of gendered violence on their mental health.
- There is likely overlap between sexual assault and relationship violence in the behaviours listed
- Behaviours are generally categorised based on information provided in a report according to UNSW definitions in relevant Policy and the Stop.Empower. Support Strategy. These classifications do not represent the outcomes of investigation of any allegations
- Sexual assault reports include historical incidents and cases where the person reported to have caused harm is not a part of the UNSW community
- 'Other' category refers to reports classified as historical child sexual assault, vicarious trauma, bullying, drink spiking and discrimination related to gender
- The "Other" category decreased from 33% in 2023 to 13% in 2024. This change is attributed to changes in how incidents are classified, see 'Comparing Data Between 2023 and 2024' on page 32
- Coercive control behaviours fall under Domestic and Family Violence and/or Intimate Partner Violence categorisations
- The 5% of cases classified as "not GV" involved either reports where the reporter believed they were disclosing gendered violence, but the incident did not meet the criteria upon review, or reports that were submitted about non-GV issues using the GV Portal
- Technology-facilitated abuse often occurs in intimate partner violence. Behaviours captured in this category include online violence like harassment, online stalking, intimate partner violence, sharing intimate videos or images without consent, and sextortion. This is captured independently, reflecting the use of technology as the main channel of abuse
- For more details on the changes to behaviour categorisation in 2024, see 'Comparing Data Between 2023 and 2024' on page 32.

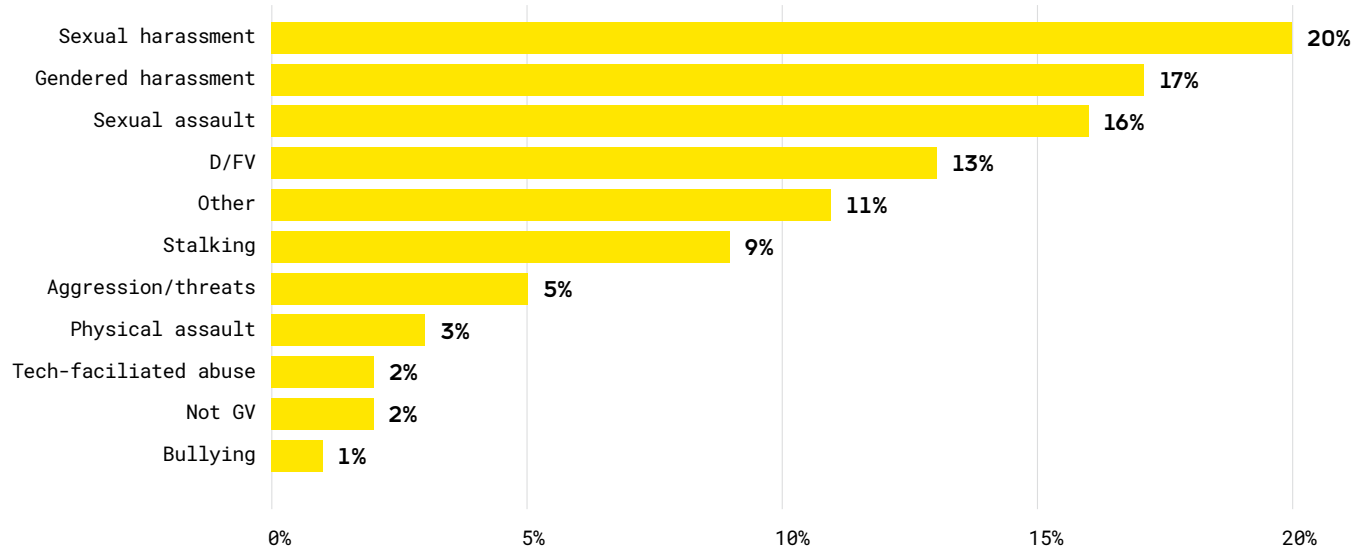


## On-campus vs. off-campus reports

There are difference in the types of behaviours identified in reports of incidents that occurred on-campus and off-campus. (On-campus refers to physical UNSW campus locations, including Kensington, Paddington, Canberra, other Sydney and rural-regional locations)

### Behaviours reported to have occurred on-campus

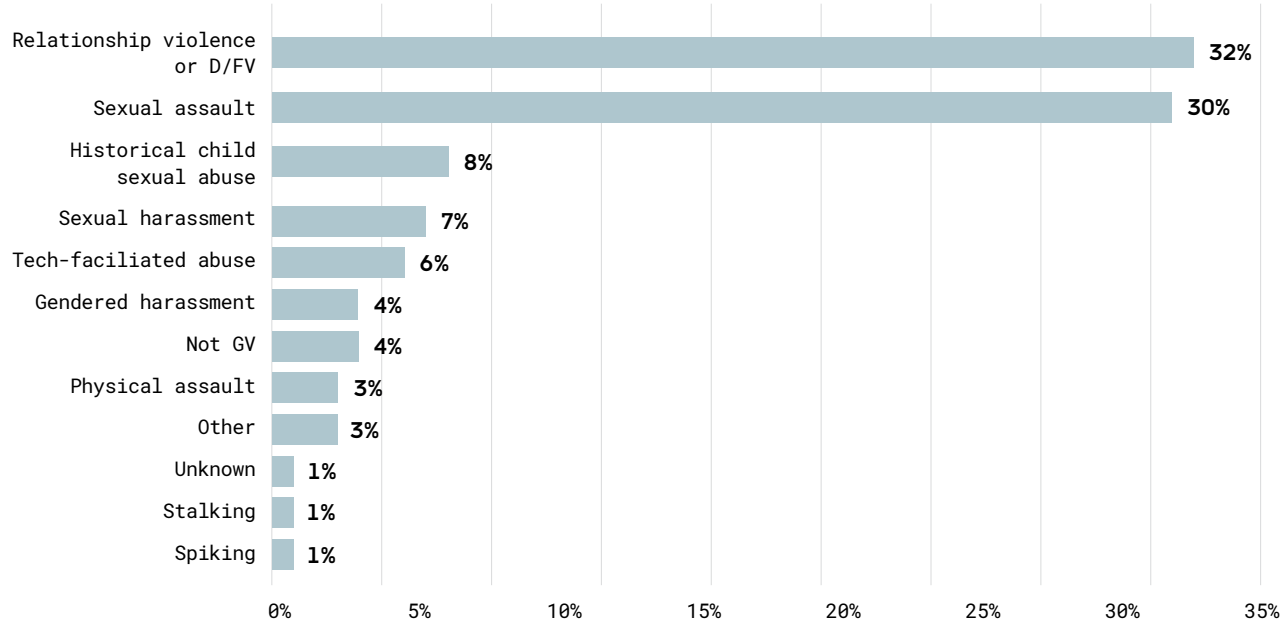
26% (87 out of 332) of total reports occurred on campus.



Top four incident types for on-campus reports are:

- 20% (17 out of 87 reports) sexual harassment
- 17% (15 out of 87 reports) gendered harassment
- 16% (14 out of 87 reports) sexual assault
- 13% (11 out of 87 reports) domestic and family violence or relationship violence

### Behaviours reported to have occurred off-campus



Top four incident types for off-campus reports are:

- 32% (52 out of 162) relationship violence
- 30% (48 out of 162) sexual assault
- 8% (13 out of 162) historical child sexual abuse
- 7% (12 out of 162) sexual harassment or

# Breakdown of person affected by off-campus and on-campus incidents

## Off-campus incidents(162 out of 332 reports)

- 92% (149 out of 162) students
- 6% (9 out of 162) members of the public
- 2% (4 out of 162) staff.

## Online incidents (22 out of 332 reports)

- 82% (18 out of 22) students
- 9% (2 out of 22) alumni
- 9% (2 out of 22) members of the public.

## Unknown location (44 out of 332 reports)

- 84% (37 out of 44) students
- 9% (4 out of 44) members of the public
- 2% (1 out of 44) alumni of UNSW
- 2% (1 out of 44) staff
- 2% (1 out of 44) unknown.

## On-campus incidents (87 out of 332 reports)

- 78% (68 out of 87) students
- 17% (15 out of 87) staff
- 3% (3 out of 87) members of the public
- 1% (1 out of 87) affiliates.

## During or after a UNSW activity (17 out of 332 reports)

- 82% (14 out of 17) students
- 12% (2 out of 17) affiliates
- 6% (1 out of 17) members of the public.

# Breakdown of person reported to have caused harm in off-campus and on-campus incidents

The role of the person reported to have caused harm differs significantly between on-campus and off-campus incidents.

## Off-campus incidents (162 reports)

- 68% (110 out of 162) member of the public
- 19% (30 out of 162) student
- 6% (10 out of 162) unknown
- 5% (8 out of 162) staff member
- 2% (4 out of 162) affiliates or alumni.

## Online incidents (22 Reports)

- 41% (9 out of 22) member of the public
- 18% (4 out of 22) student
- 18% (4 out of 22) staff member
- 14% (3 out of 22) affiliates or alumni
- 9% (2 out of 22) unknown.

## Reports that occurred at an unknown location (44 reports)

- 45% (20 out of 44) unknown
- 23% (10 out of 44) students
- 18% (8 out of 44) members of the public
- 9% (4 out of 44) staff members
- 5% (2 out of 44) affiliates or alumni.

## On-campus incidents (87 reports)

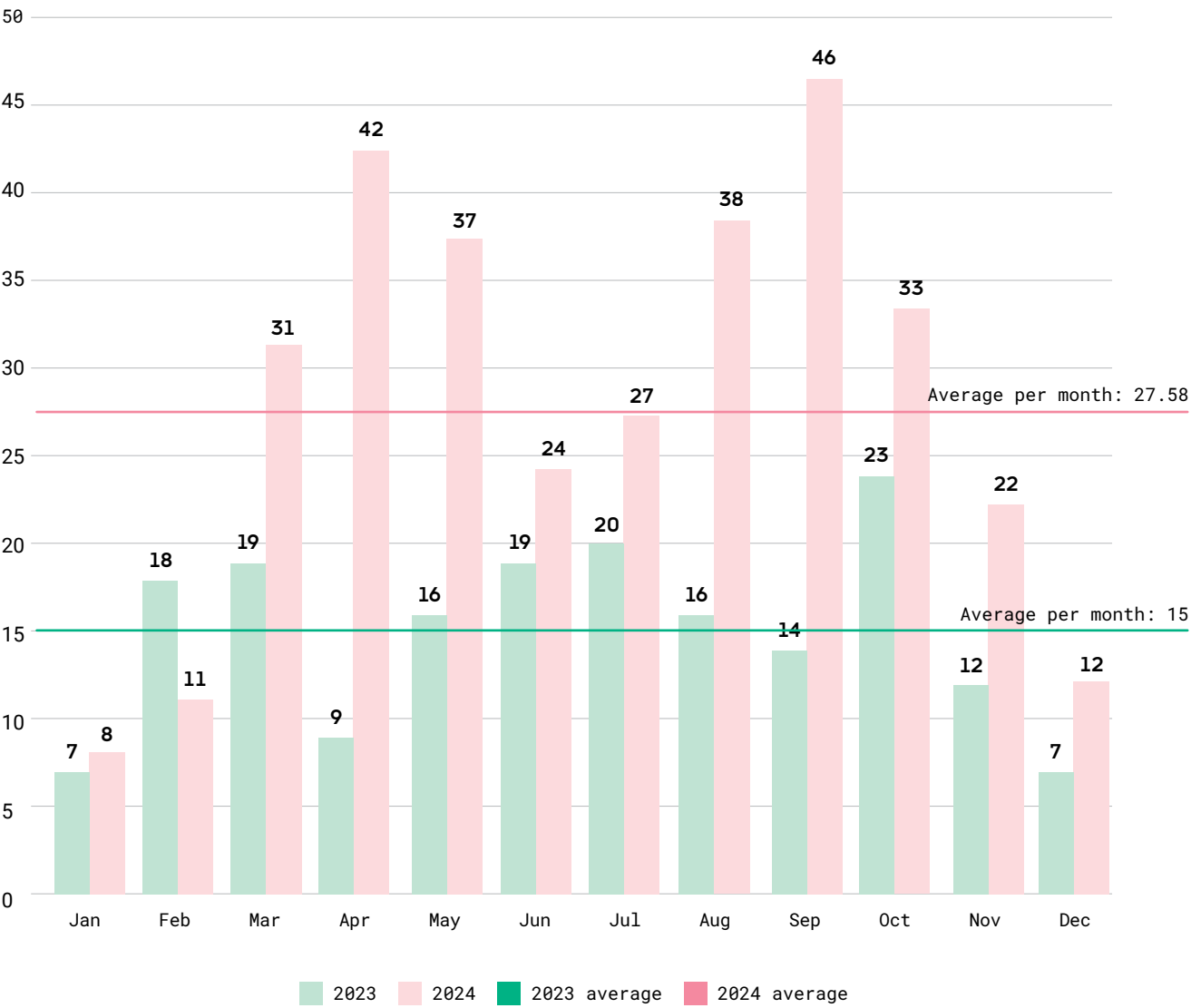
- 52% (45 out of 87) student
- 21% (18 out of 87) member of the public
- 13% (11 out of 87) staff member
- 8% (7 out of 87) unknown
- 7% (6 out of 87) affiliates or alumni.

## During or after a UNSW activity (17 reports)

- 53% (9 out of 17) students
- 24% (4 out of 17) members of the public
- 12% (2 out of 17) unknown
- 6% (1 out of 17) staff
- 6% (1 out of 17) affiliates or alumni.

## Reports by month

Most reports were received in September, with a higher number of reports also received in April. Reasons for this pattern are explored below. Low numbers generally reflect vacation periods.



### August/ September/ October

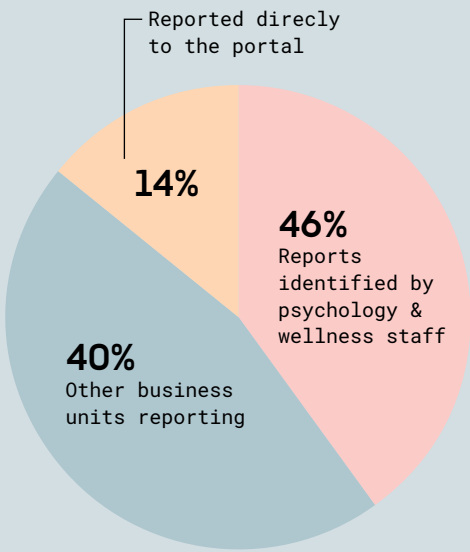
- SEXtember (18th – 29th September).

## How reports are made

- 86% (286 out of 332) of reports are submitted initially through various UNSW business units, with 14% (46 out of 332) initially submitted through the GV Portal
- 46% (153 out of 332) of reports are identified by Psychology & Wellness as gendered violence and subsequently added to the GV Portal. When a disclosure is made, the person affected is offered support from the Gendered Violence Response Team (GVRT)
- 40% (133 out of 332) of reports are made by other business units or by individuals supporting someone affected. Of these 24% (32 out of 133) are made by Campus Protective Services which includes security staff and the remaining reports come from faculty and support services from across the university.

The preference for in-person reporting suggests that affected individuals value face-to-face interactions when making an initial disclosure. 22% (10 out of 46) of those reporting online use anonymous reporting, suggesting the GV Portal is accessible to those who want to maintain their privacy. Anonymous reporters can still be contacted by response staff if non-identifying contact information is provided or via the GV portal messenger function.

Reporting channels



## Timing of incident reporting vs. occurrence across all reports

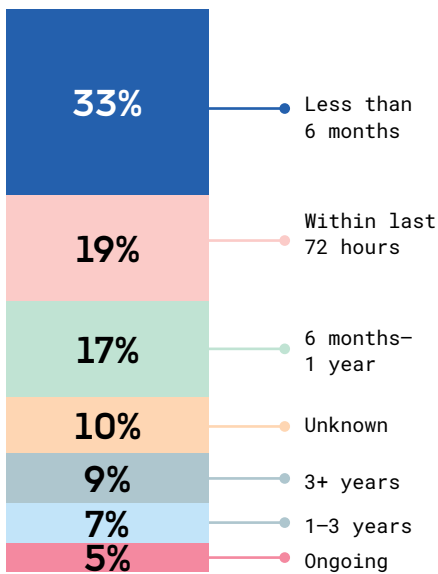
Response staff record when the incidents occurred in relation to when the report was received.

In 2024

- 57% (172 out of 332) reports were reported within 6 months of the incident occurring
  - 33% (109 out of 332) of reports came through less than 6 months of the incident occurring
  - 19% (63 out of 332) of reports came through within 72 hours of an incident occurring
  - 5% (18 out of 332) of reports are ongoing
- 74% (229 out of 332) reports were reported within a year of the incident occurring.

It can take time for people affected to understand the impact of incidents, and this can delay reporting.

When the incident occurred in relation to when the incident was reported





# Key priorities for 2025

- 1     **Student Communications Campaign:** Drive awareness of the gendered violence portal
- 2     **National Higher Education Code:** Prepare for the National Higher Education Code to Prevent and Respond to Gender-Based Violence, as highlighted in the Action Plan Addressing Gender-Based Violence in Higher Education
- 3     **Whole-of-Organisation:** Keep building a whole-of-organisation approach to prevent and respond to gendered violence.
- 4     **Student Voice:** Maintain the Student Reference Group involvement and ensure student voices are heard and connected directly to staff experts
- 5     **Education Framework:** Build a consistent approach to support design and evaluation of prevention education at UNSW

# Appendix 1. Definitions for terms within this report

<b>Bystander</b>	A person present for misconduct or an uncomfortable situation but is not actively participating <sup>1</sup> . An active bystander has the power to step up and speak up to prevent inappropriate behaviour from occurring.
<b>Consent</b>	Under the NSW Crimes Act 1900, consent is defined as “a person consents to a sexual activity if, at the time of the sexual activity, the person freely and voluntarily agrees to the sexual activity”. <sup>2</sup> Currently NSW law requires the obtaining of ‘affirmative consent’. Affirmative consent involves “the proactive asking for and giving of consent. It is when the cues a person is giving (verbal and non-verbal) show that they are comfortable, in agreement, and want to engage in sexual activities every step of the way.”
<b>Dating violence</b>	Violent or intimidating behaviours perpetrated by a current or previous boyfriend, girlfriend or date. <sup>3</sup>
<b>Domestic &amp; family violence</b>	Domestic violence refers to violent behaviour between current or former intimate partners – typically where one partner tries to exert power and control over the other, usually through fear. It can include physical, sexual, emotional, social, verbal, spiritual and economic abuse.  Family violence is a broader term that refers to violence between family members, which can include violence between current or former intimate partners, as well as acts of violence between a parent and a child, between siblings, and more. <sup>4</sup>
<b>Gender</b>	Gender is a person’s sense of whether they are a man, woman, non-binary, agender, genderqueer, genderfluid, or a combination of one or more of these definitions. Gender can be binary (either a man or a woman), or non-binary (including people who have no binary gender at all and people who have some relationship to binary gender/s). <sup>5</sup>
<b>Gendered violence</b>	Gendered violence and gender-based violence are often used interchangeably. The United Nations High Commissioner for Refugees (UNHCR) says that “Gender-Based 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” (UNHCR 2022). <sup>6</sup>  Gendered violence includes, but is not limited to: <ul style="list-style-type: none"> <li>• Hazing</li> <li>• Sexualised and racialized bullying</li> <li>• Sexual misconduct including sex-based discrimination, sexual harassment and sexual assault<sup>7</sup></li> </ul>
<b>Intimate partner violence</b>	Violent or intimidating behaviours perpetrated by a current or cohabiting partner, boyfriend, girlfriend or date. <sup>8</sup> See also domestic and family violence.
<b>Person affected</b>	Refers to an individual who has disclosed or reported to have experienced gendered violence.
<b>Person reported to have caused harm</b>	Refers to an individual who has identified directly or indirectly in a disclosure or a report to have engaged in behaviour that constitutes gendered violence.

The definitions as per Appendix 1 are only for the purposes of this report.

<sup>1</sup> Arc Be a Better Human Campaign

<sup>2</sup> NSW Crimes Act (1900) <https://legislation.nsw.gov.au/view/html/inforce/current/act-1900-040>

<sup>3</sup> [www.aihw.gov.au](http://www.aihw.gov.au)

<sup>4</sup> Mission Australia

<sup>5</sup> [aifs.gov.au/resources](http://aifs.gov.au/resources)

<sup>6</sup> UNHCR Australia

<sup>7</sup> UNHCR Australia

<sup>8</sup> <https://www.aihw.gov.au/family-domestic-and-sexual-violence/resources/glossary>

<b>Sexual assault</b>	<p>A sexual act carried out against a person’s will using physical force, intimidation or coercion, or includes any attempt to do this. This includes rape, attempted rape, aggravated sexual assault (assault with a weapon), indecent assault, penetration by objects, forced sexual activity that did not end in penetration and attempts to force a person into sexual activity. For many victim-survivors of sexual assault the effects can be wide-ranging and lifelong, including but not limited to physical injury and ongoing difficulties with mental health and relationships.<sup>9</sup></p> <p>The UNSW Sexual Misconduct Prevention &amp; Response Policy also defines sexual assault as “engaging in certain sexual acts (such as intercourse and oral sex) with a person without their consent, when you know they don’t consent, or you don’t care whether they consent.”<sup>10</sup></p> <p>Sexual assault is a crime under NSW and ACT law.</p>
<b>Sexual harassment</b>	<p>Sexual harassment is any unwanted or unwelcome sexual behaviour, where a reasonable person would have anticipated the possibility that the person harassed would feel intimidated, humiliated or offended”.<sup>11</sup></p> <p>Sexual harassment may also be a crime under NSW and ACT law.</p>
<b>Sexual misconduct</b>	<p>Sexual misconduct includes sexual harassment or sexual assault, sexual touching, sexual acts, conduct involving child abuse material, making, or distributing sexually explicit photos or videos without consent, or certain other behaviours of a sexual nature.</p>
<b>Sexual touching</b>	<p>The NSW Crimes Act 1900 (Section 61HB &amp; 61KC) defines sexual touching as any act where a person touches another person in circumstances that a reasonable person would consider to be sexual. This includes touching:</p> <ul style="list-style-type: none"><li>• with any part of the body or with any object.</li><li>• through anything, including objects worn by either person involved in the touching.</li></ul> <p>It is a crime for any person to intentionally touch another person, incite a person to touch them (or another person), or incite a third person to touch the victim - without consent, and knowing there was no consent. <sup>12</sup></p>
<b>Sexual violence</b>	<p>Sexual violence covers a wide spectrum of behaviours perpetrated against adults and children, including: sexual harassment; stalking; forced or deceptive sexual exploitation (such as having images taken and/or distributed without freely given consent); using false promises, insistent pressure, abusive comments or reputational threats to coerce sex acts; exposure of genitals; indecent assault; and rape.</p>

The definitions as per Appendix 1 are only for the purposes of this report.

<sup>9</sup> [UNSW Sexual Misconduct Prevention and Response Policy](#)  
<sup>10</sup> [NASAV Standards of Practice Manual for Services Against Sexual Violence](#)  
<sup>11</sup> [NASAV Standards of Practice Manual for Services Against Sexual Violence](#)  
<sup>12</sup> NSW Crimes Act (1900) <https://legislation.nsw.gov.au/view/html/inforce/current/act-1900-040#sec.61HB>

<b>Trauma aware to trauma informed</b>	<p>It is important to note that being trauma-informed is seen as the end point of a continuum<sup>14</sup>.</p> <p><b>Trauma aware:</b> seek information out about trauma.</p> <p><b>Trauma sensitive:</b> operationalise concepts of trauma within the organisation's work practice.</p> <p><b>Trauma responsive:</b> respond differently, making changes in behaviour.</p> <p><b>Trauma informed:</b> entire culture has shifted to reflect a trauma approach in all work practices and settings.</p> <p>This framing assists to clarify some confusion about what exactly is meant and achievable in relation to organisational responses to trauma. Some organisations may claim to be "trauma informed" when it would be more accurately to describe them as "trauma aware".<sup>16</sup> Key principles of trauma-informed care are:</p> <p><b>Safety</b> – ensuring physical and emotional safety</p> <p><b>Choice</b> – individuals have choice and control</p> <p><b>Empowerment</b> – prioritising enablement and skills building</p> <p><b>Trustworthiness</b> – task clarity, consistency, interpersonal boundaries</p> <p><b>Collaboration</b> – sharing decision making and power</p>
<b>Victim-survivor</b>	<p>A term used by many to describe those who have direct experience of gendered violence. The term victim describes a person in relation to harm that has been done to them. The term survivor describes the strength and resilience exhibited by a person after a traumatic event. Many people prefer the use of both terms as a closer and respectful representation of both of these positions.</p>

The definitions as per Appendix 1 are only for the purposes of this report.

<sup>14</sup> adapted from: Wall, Higgins, and Hunter 2016 <https://aifs.gov.au/cfca/publications/trauma-informed-care-child-family-welfare-services>

<sup>15</sup> [NASAV Standards of Practice Manual for Services Against Sexual Violence](#)

<sup>16</sup> NSW Agency for Clinical Innovation 2019: <https://aci.health.nsw.gov.au/networks/mental-health/trauma-informed-care>



