



Gender-Based Violence Prevention and Response Policy

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1. Introduction

1.1 The College defines Gender-based Violence as any form of physical or non-physical violence, harassment, abuse or threats, based on gender, that results in, or is likely to result in, harm, coercion, control, fear or deprivation of liberty or autonomy. It includes incidents where an individual(s) incites (an)other individual(s) to engage in Gender-based Violence. It is a broad term which encompasses the many and varied

- (a) Physical violence or abuse
- (b) Sexual violence, including sexual assault, non-consensual sexual activity or sexual abuse
- (c) Sexual harassment
- (d) Emotional or psychological abuse



- (e) Verbal abuse or threats
- (f) Economic or financial abuse
- (g) Stalking or monitoring
- (h) Intimate partner violence
- (i) Family and domestic violence
- (j) Technology-facilitated abuse
- (k) Coercive control
- (l) Sexual exploitation or trafficking
- (m) Reproductive coercion
- (n) Female genital mutilation
- (o) Forced medical interventions
- (p) Forced marriage
- (q) A pattern or patterns of abusive behaviour.

1.2 Gender-based violence is a complex, society-wide problem arising largely from strongly embedded and systemic social and cultural norms, practices, structures and attitudes based on gender, and results in harm. It relates to power imbalances in society and the way people are not treated equally because of gender.

2. Purpose

2.1 As part of the College's goal of providing a safe, respectful and inclusive environment for Residents, Staff and the broader community, the College is committed to preventing and responding to Gender-based Violence in a manner which prioritises the safety and support of and for Residents and Staff.

2.2 The purpose of this policy is to:

- (a) Physical violence or abuse Outline how the College will provide information and increase awareness and understanding of the factors that drive and contribute to Gender-based Violence.



- (b) Express the College's approach to preventing and responding to Gender-based Violence.
- (c) Outline the standards of behaviour expected by the College and the College Community.
- (d) Provide information on support services in relation to Gender-based Violence.
- (e) Express the practices for making a Disclosure and/or Formal Report about Gender-based Violence.

2.3 This policy is designed to be ready in conjunction with the following:

- (a) The Safe, Respectful and Inclusive Communities Framework.
- (b) The Prevention and Response Plan.

3. Scope

3.1 The scope of this policy applies to:

- (a) Staff, Residents and Affiliated Organisations; and
- (b) Entities that conduct activities on behalf of the College, including but not limited to businesses and organisations that operate on, use or lease the College's land and premises.

3.2 For the purposes of this policy, reference to 'College' includes all College locations including but not limited to:

- (a) The College Campus, premises and facilities (including sporting grounds);
- (b) Premises where College business or authorised activities take place;
- (c) College owned and operated Staff and Student accommodation; and
- (d) College owned or operated Digital Environments.

4. General Principles

4.1 The College's work in preventing and responding to Gender-based Violence is underpinned by its strategic commitment to providing a Safe, Respectful and Inclusive Community which is guided by the following principles:



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- (a) Whole of College approach:
 - (i) primary, secondary and tertiary initiatives and actions designed to prevent and respond to Gender-based Violence are embedded in all College-related activities.
 - (ii) all initiatives and actions are supported by strong leadership, accountability, governance and risk management.
- (b) Zero tolerance:
 - (i) the College does not tolerate acts of Gender-based Violence towards or from members of the College Community.
- (c) Trauma-informed and Person-centred:
 - (i) the College's programs, service delivery and review practices are trauma-informed and person-centred focusing on individuals' safety and wellbeing.
 - (ii) the College provides support, mitigation and advice to all parties involved in a Gender-based Violence disclosure or report.
- (d) Inclusive and intersectional:
 - (i) the College recognises that diverse identity aspects, inequality and disadvantage influence the support needed for addressing Gender-based Violence and harm.
 - (ii) the College addresses intersectional needs, ensuring tailored supports and interventions.
- (e) Evidence-based and accountable:
 - (i) the College's initiatives are implemented and maintained according to contemporary research and sector best practice.
 - (ii) appropriate and meaningful de-identified data is collected and publicly reported to understand the nature and prevalence of Gender-based Violence in the College community, respond to risks, identify trends, measure the impact of prevention and response activity and enable continuous improvement.



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- (f) Collaborative:
 - (i) the College works directly with its community to inform prevention and response practices for impact across the College community.
 - (ii) the College ensures that there is meaningful engagement with people who have experienced Gender-based Violence, experts in Gender-based Violence and those groups who are disproportionately affected by Gender-based Violence.
- (g) Objective and fair:
 - (i) the College manages complaints in a way which is impartial, fair and where procedural fairness is offered to all parties.
 - (ii) a Resident who makes a complaint in good faith will not be prejudiced or experience reprisals in any way.
 - (iii) the College will keep all parties to a complaint informed of the progress of the matter and gives all parties reasonable opportunity to respond.
- (h) Privacy:
 - (i) the College respects the privacy of all parties involved and keeps all information confidential, as appropriate and in line with relevant legislation and in accordance with the Information Privacy Policy, Information Protection Policy and Information Retention Policy.
 - (ii) the College advises all parties to a complaint that they are subject to the College's Privacy Policy and they must treat the matter in the strictest confidence, except as required or permitted under law.

5. Prevention

- 5.1 The College takes a proactive approach to the prevention of Gender-based Violence. This approach focuses on primary prevention which supports the College's commitment to transforming attitudes and behaviours in support of a safe, respectful and inclusive College Community.
- 5.2 The College's initiatives to prevent Gender-based Violence include but are not limited to:
 - (a) The Safer Communities Working Group, which is responsible for the development and delivery of strategies to support three pillars of prevention of



Gender-based Violence including: leading cultural change, identifying and prioritising necessary facility and service change, and education and training. Members of the College's Safer Communities Working Group report to, and support, relevant College leaders and Senior Leaders with the delivery of strategies.

- (b) Clearly communicating the expected standards of behaviour set out in the Student Code of Conduct, Board Code of Conduct and Staff Code of Conduct and seeking to ensure that all members of the College Community understand their responsibilities in relation to this Policy and model the expected standards of behaviour.
- (c) Providing compulsory onboarding and orientation modules in Gender-based Violence prevention for all members of the College community.
- (d) Delivering ongoing and comprehensive education and training to Residents, Resident Advisors, Leadership and Staff in Gender-based Violence prevention which:
 - (i) increases awareness and understanding of what constitutes Gender-based Violence,
 - (ii) increases awareness and understanding of the factors that drive and contribute to Gender-based Violence, as well as factors specifically relevant to the College's context,
 - (iii) increases awareness and understanding of how forms of inequality and discrimination compound to effect Gender-based Violence, particularly for those who are disproportionately affected by Gender-based Violence,
 - (iv) increases awareness and understanding of healthy, respectful and safe relationships and consent,
 - (v) increases awareness and understanding of the role of power dynamics in Gender-based Violence,
 - (vi) increases awareness and understanding of the support services, resources and reporting channels available to a person who has experienced Gender-based Violence,
 - (vii) increases awareness and understanding of Ethical Bystander and compassionate responses to Disclosures and Formal Reports, and



- (viii) builds understanding of Gender-based Violence by strengthening knowledge and capability over time.
- (e) Collaborating and engaging with the College community, those with lived experience, subject matter experts, those groups who are disproportionately affected by Gender-based Violence and external organisations to inform all its prevention initiatives.

6. Responding

Disclosures and Formal Reports

- 6.1 Disclosure refers to the sharing of information with another person about an experience of Gender-based Violence. Disclosures can be made to anyone and a person who discloses an experience of Gender-based Violence (the 'Discloser') may be a person who has personally experienced Gender-based Violence or a third party, and they may be seeking advice, information about resources, and/or support, and may or may not want to make a formal report.
- 6.2 A Formal Report involves making a report, through official channels at the College, about a person's experience of Gender-based Violence and seeking a formal, timely response and resolution from the College including (but not limited to) an investigation and/or disciplinary process in appropriate circumstances.
- 6.3 Disclosures and Formal Reports of Gender-based Violence can be made on an anonymous basis where disclosing parties and/or individuals who are the subject of a Disclosure of Gender-based Violence may not be identified. The College takes anonymous Disclosures seriously and will take reasonable and proportionate steps in respect of them where possible, including by identifying any trends and risks to inform future action to prevent Gender-based Violence.
- 6.4 Disclosures and Formal Reports of Gender-based Violence can be made in relation to recent or historical Gender-based Violence. The College may be limited in its ability to investigate Disclosures or Formal Reports of Gender-based Violence but will take all reasonable and proportionate steps in respect of them where possible. The College will provide support to Staff and Residents irrespective of when the Gender-based Violence occurred.
- 6.5 When responding to Disclosures of Gender-based Violence, the College takes a trauma-informed approach and prioritises the rights, safety and wellbeing of people who have experienced Gender-based Violence. The College recognises that experiences of Gender-based Violence are significantly under-reported and that people who have experienced Gender-based Violence may face barriers in disclosing



and/or making a Formal Report. The College seeks to reduce these barriers by providing and promoting various accessible location-based and online avenues to disclose Gender-based Violence.

- 6.6 The College, as part of the onboarding process and subsequently on an annual basis, delivers specialised education and training on Responding to a Disclosure to Residents, Resident Advisors, Leadership and Staff, which:
- (a) teaches participants how to take a Trauma Informed and Person-Centred approach when responding to Disclosures,
 - (b) increases participants' awareness of the effect of trauma, including on a person's behaviour, memory and health and wellbeing,
 - (c) takes account of the needs of all members of the College's community, particularly those members who are disproportionately affected by Gender-based Violence, including women, people with disability, young people, First Nations people, culturally and linguistically diverse communities, and members of the LGBTIQ+ community,
 - (d) is developed through engagement with or approved by an Accredited Specialist, specialist organisation or a person with expertise in responding to Gender-based Violence, and
 - (e) is designed to safely manage any Disclosures that may arise in the course of the education and training, including by providing information about the internal and/or external support services and reporting channels available to a person who has experienced Gender-based Violence.

Support Services

- 6.7 Disclosure refers to the sharing of information with another person about an experience of Gender-based Violence. Disclosures can be made to anyone and a person who discloses an experience of Gender-based Violence (the 'Discloser') may be a person who has personally experienced Gender-based Violence or a third party, and they may be seeking advice, information about resources, and/or support, and may or may not want to make a formal report. The College recognises that Gender-based Violence is disproportionately experienced by women, people with disability, young people, First Nations people, people from culturally and linguistically diverse communities, and members of the LGBTIQ+ community, and that individuals may also experience multiple and intersecting marginalisations which impact the support needed and services provided.



- 6.8 The College respects that people who have experienced Gender-based Violence have different needs and may seek or require different levels of support when disclosing or reporting Gender-based Violence. The College provides access to individualised advice and support services for all individuals involved in a Disclosure of Gender-based Violence.

Risk Assessments and Safety Measures

- 6.9 The College will undertake a risk assessment in response to all Disclosures and Formal Reports and manage and monitor the risks on an ongoing basis.
- 6.10 Except in urgent and exceptional circumstances, the College will ensure that risk assessments are conducted by Staff who have:
- (f) Expertise in Gender-based Violence risk assessment;
 - (g) Competency in working with specific cohorts (including women, people with disability, young people, First Nations people, culturally and linguistically diverse communities, and members of the LGBTIQA+ community); and
 - (h) Relevant knowledge, including of:
 - (i) evidence-based static and dynamic risk factors and protective factors for experiencing Gender-based Violence
 - (ii) types, patterns and effects of Gender-based Violence
 - (iii) how Gender-based Violence is experienced by different groups of people, and
 - (iv) the nature and impact of coercive control.

Potential Outcomes

- 6.11 Disclosures
- (a) Where a Disclosure is made, there are various pathways of action which the College may take to address and respond to the Gender-based Violence. The College will:
 - (i) Advise the Discloser of their options for support and reporting both within and external to the College Community.



- (ii) Take into consideration the Discloser's preference for any pathway to be pursued. In circumstances where the College may be required to take action (including proceeding to an investigation) to meet external reporting obligations and/or where an ongoing and serious risk to the College Community is identified, the College will work with the Discloser to keep them informed and to ensure their safety.

6.12 Formal reports

- (a) Where a Formal Report is made, there are various pathways of action which the College may take to address and respond to the Gender-based Violence. The College will advise the Reporter of their options for support and reporting both within and external to the College community.
- (b) The College will apply the principles of procedural fairness when considering and responding to any Formal Report of Gender-based Violence.

6.13 Investigations

- (a) The College will investigate all Formal Reports where the Respondent is a Resident or Staff member of the College, regardless of the context in which the alleged Gender-based Violence took place.
- (b) If the Formal Report has no connection to the College other than the fact the Respondent is a Resident or Staff member of the College, the College will consider the safety and wellbeing of Residents and Staff in determining the scope of the investigation of the Formal Report.

6.14 Actions Post an Investigation

- (a) Following an Investigation, there are various pathways of action which the College may follow to ensure a safe and proportionate response.

7. General

Education and Training

7.1 The College requires all Staff involved in responding to Formal Reports, conducting Investigations or determining a Disciplinary Hearing to:

- (a) Undertake specialised training at least once every three years.
- (b) Have knowledge in relation to Gender-based Violence, including of:



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- (i) risk and protective factors for experiencing Gender-based Violence;
 - (ii) types, patterns and effects of Gender-based Violence;
 - (iii) how Gender-based Violence is experienced by different groups of people; and
 - (iv) the nature and impact of coercive control.
- (c) Have experience and expertise in relevant areas, including in the following:
- (i) how to respond effectively to people who have experienced and engaged in Gender-based Violence, consistently with trauma informed and person-centred approaches;
 - (ii) the effect of trauma, including on a person's behaviour, memory health and wellbeing;
 - (iii) competency in working with specific cohorts (including women, people with disability, young people, First Nations people, culturally and linguistically diverse communities, and members of the LGBTIQ+ community);
 - (iv) procedural fairness;
 - (v) taking and recording statements; and
 - (vi) handling reports and disclosures.

Non-Disclosure Agreements

7.2 The College prohibits the use of Non-disclosure Agreements unless requested by a Discloser/ Reporter. If a Discloser/ Reporter requests a Non-disclosure Agreement, then such agreement will not:

- (a) stop the Discloser/ Reporter from sharing their experience for the purpose of seeking support and advice or prevent the College from complying with its reporting obligations under the National Code; and
- (b) contain a non-disparagement clause that could have the effect of requiring the Discloser/ Reporter to keep their experience of Gender-based Violence confidential.



False Reports

- 7.3 Any person who knowingly makes a false report of Gender-based Violence may be subject to disciplinary action in accordance with College regulations, policies and procedures.

Privacy, Confidentiality and Record-Keeping

- 7.4 Any person who knowingly makes a false report of Gender-based Violence may be subject to disciplinary action in accordance with College regulations, policies and procedures. Disclosures and Formal Reports of Gender-based violence and harm will be handled confidentially in accordance with the College's Privacy Policy. Information may be shared on a need-to-know basis with appropriate College officers or external authorities as part of the College's duty of care obligations or as required by law.
- 7.5 The College maintains a confidential register of Disclosures and Formal Reports. All information will be collected, stored, and accessed in accordance with the College's Privacy Policy and applicable laws. The College will also use de-identified, collated data from Disclosures and Formal Reports to provide high-level, public-facing reporting on known incidents of gender-based violence and harm.
- 7.6 The College will use de-identified data from Disclosures and Formal Reports to inform preventive interim safety measures, if necessary, to focus on the level and nature of the risk as part of assessment and proactive ongoing monitoring.
- 7.7 In limited cases information will be provided to the Deputy Vice-Chancellor (Education and Student Experience) to inform internal decision-making, these may include matters where serious sexual assault has occurred on campus, emergency services have been involved and where a Staff member may be temporarily stood down from duties for the purposes of an investigation.
- 7.8 There are some limited circumstances, such as where the College is required by law to report an incident to the police or a regulator, in which the College may be required to share identifying information about a person who has made a Disclosure or Formal Report of gender-based violence or harm or about whom the Disclosure or Formal Report has been made. This is for the safety and wellbeing of the College community, including for the safety of the person identified.

Internal Reporting and Continuous Improvement

- 7.9 Every six months, de-identified data is assessed by the Safer Communities Working Group and reported to the College Senate and other areas of the College as required.



Access to the information is managed in accordance with the College's Privacy Policy.
The Reports:

- (a) identify trends and systemic issues;
- (b) contribute to the evaluation of prevention initiatives; and
- (c) identify opportunities for improvements and preventative actions.

External Reporting

7.10 The College provides de-identified data to external agencies or bodies, where required, to ensure compliance with legislated reporting requirements.

8. Responsibilities

8.1 All Residents and Staff share responsibility for fostering and maintaining a safe and respectful learning, work and living environment free of Gender-based Violence.

8.2 The College Board is accountable for ensuring the appropriate governance arrangements and strategies are in place for preventing and responding to Gender-based Violence.

8.3 Senior Leaders must ensure that Gender-based Violence prevention is a strategic priority that is considered in all College organisational activities. Senior leaders are expected to foster safe environments and a respectful culture that promotes the principles of this policy.

8.4 Managers and supervisors are expected to:

- (a) model behaviour that upholds the principles of this policy and promote awareness of this policy within their respective teams;
- (b) take an active role in preventing and addressing Gender-based Violence; and
- (c) undertake any relevant training and maintain current knowledge of this policy to know how to identify incidents of Gender-based Violence and the appropriate response and support (if required).

8.5 The College works with the University Safer Communities Working Group to ensure that there is consistency in the sexual harm prevention and response initiatives at the College.



9. Breach of Policy

9.1 The College treats any breach of policies, procedures and schedules seriously. The College encourages reporting concerns about non-compliance, and manages compliance as follows:

- (a) For Residents: in accordance with the Student Code of Conduct.
- (b) For Staff: in accordance with the Staff Code of Conduct, applicable Enterprise Agreement, and relevant/applicable instruments of appointment and/or contract terms; and

9.2 A failure to comply with this policy and its supporting procedures and schedules may result in action by the College. Such action may include, but is not limited to:

- (a) For Residents: penalties up to and including exclusion from the College.
- (b) For Staff: disciplinary or other action up to and including termination of employment, engagement or appointment.

10. Definitions

Term	Definition
Accredited Specialist	A person who meets the following criteria: <ul style="list-style-type: none">• a psychologist, social worker or counsellor registered or accredited with their relevant industry body; and• has undertaken formal training in supporting people affected by Gender-based Violence, including Trauma-informed practice; and• has undertaken training to build competency in working with specific cohorts including First Nations people, culturally and linguistically diverse communities, people with disability and people of diverse sexual orientation and gender identity.
Affiliated Organisation	An organisation that is authorised to use the College’s intellectual property in its name, marketing, recruitment, or governance documents.
Board	Refers to the duly appointed members of the governing body of the College.
College	Trinity Residential College.



College Community	All individuals who engage in College activity and/or use College property.
College Executive	Includes the Head of College, the Deputy Head of College, the Finance and Administration Director and the Marketing and Community Relations Director.
Consensual Sexual Activity	<p>Sexual activity by individuals of a legal age, who actively agree to engage in the sexual activity by choice, and have the freedom and capacity to make that choice. This means consenting to sexual activity without fear, coercion, force or intimidation. Consent must be ongoing and mutual and must be present every time, including for the duration of any sexual act.</p> <p>Consent can be withdrawn at any time. An individual cannot give consent if they are:</p> <ul style="list-style-type: none"> • under the age of 16; • under the age of 18 if they are in a relationship of authority with the other person(s) with whom they are engaging in the sexual activity (for example teacher, employer or coach); • unconscious, asleep or significantly impaired by alcohol or medication, including over the counter or prescription medication, or illicit drugs; • have a psychological or decision-making disability or condition that impacts on their ability to understand what they are consenting to; • tricked into performing a sexual activity; and/or intimidated, coerced or threatened, including when they are afraid of harm to themselves or someone else if they do not engage in the sexual activity.
Digital Environment	A website, social media, web-conferencing, chatroom or online learning platform.
Discloser	A person who has shared information about their experience of Gender- based Violence.
Ethical Bystander	A person who witnesses an event that is disrespectful or harmful and chooses to intervene in a way that is safe and effective.
Formal Report	The provision through formal reporting channels of information about their experience of Gender-based Violence by a Discloser to the College, which requires the College to consider taking steps



	beyond the offer and provision of support services, including (without limitation) the commencement of an investigation and/or a disciplinary process in appropriate circumstances.
Gender-Based Violence	An umbrella term for any form of physical or non-physical violence, harassment, abuse or threats, based on gender, that results in, or is likely to result in, harm, coercion, control, fear of deprivation of liberty or autonomy. It includes incidents where an individual(s) incites (an)other individual(s) to engage in Gender-based Violence.
Non-Disclosure Agreement	An agreement, including a deed of release or settlement agreement, that requires particular details to be kept confidential as part of reaching a settlement.
Person-Centred	Ensuring that the Discloser's needs and preferences are at the centre of decisions made in response to the Disclosure. The response systems, Policies and Procedures affirm the Discloser's dignity and support their healing by genuinely considering their wishes and the impact that decisions may have on them, while at all times ensuring the safety and wellbeing of the Discloser and other Residents and Staff.
Procedural Fairness	A decision-making context, means the decision is made in accordance with the rule against bias and the hearing rule (i.e., a Respondent is given an opportunity to present their case with knowledge of any prejudicial material that may be taken into account by the decision-maker).
Reporter	A person who has lodged a Formal Report of Gender-based Violence with the College.
Resident	A person that resides in the College.
Resident Advisor	A person that has been employed by the College as a resident advisor.
Respondent	A person whom it is alleged has engaged in conduct that amounts to Gender-based Violence.
Senior Leader	A team member reporting directly to the College Executive who manages a significant portfolio and/or team.



Sexual Assault	Any unwanted sexual act or behaviour which is threatening, violent, forced, coercive or exploitative and to which a person has not given or was not able to give consent, including but not limited to; rape; attempted rape; sexual abuse (refers to all sexual activity with someone under the age of consent or who is otherwise incapable of consenting due to the nature of the relationship); indecent assault; and other forms of forced unwanted or unconsented sexual acts.
Sexual Exploitation	Any actual or attempted abuse of a position of vulnerability, differential power or trust, for sexual purposes, by a person, including profiting monetarily, socially, academically, professionally or politically from the Sexual Exploitation of another.
Sexual Harassment	An unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature , and includes, but is not limited to: the use of sexually suggestive words, gestures or sounds; declarations, or approaches for affection; requests for sexual activity; invitations, telephone calls, texts or digital communication of a sexual nature; physical touching or familiarity; indecent exposure; voyeurism; and/or image-based abuse (distribution of intimate, nude or sexual images, real or modified (including drawing, photography or video) of an individual without their consent).
Staff	The same inclusive meaning as under the Model Work Health and Safety Act and includes; employees, contractors, subcontractors, self-employed persons, outworkers, apprentices, trainees, work-experience students, labour-hire employees, volunteers, adjuncts and, for the sake of clarity, College Board Members.
Stalking	<p>Involves the following of a person about or the watching or frequenting of the vicinity of, or an approach to a person’s place of residence, business or work or any place that a person frequents for the purposes of any social or leisure activity.</p> <p>Involves a persistent course of conduct or actions by a person which are intended to maintain contact with or exercise power and control over another person. These actions cause distress, loss of control, fear or harassment to another person and occur more than once.</p>



Technology-Facilitated Abuse	A range of behaviours where digital technologies are used to facilitate both virtual and face-to-face sexual harm, including, but not limited to online sexual harassment, cyberstalking, image-based abuse and technology-facilitated sexual assault.
Trauma-Informed	An approach that applies the core principles of safety (physical, psychological and emotional), trust, choice, collaboration and empowerment. It should minimise the risk of re-traumatisation and promote recovery and healing to the greatest extent possible.
University	The University of Western Australia, and any and all subsidiary or associated entities.

11. Legislative Context

University of Western Australia Act 1911 (WA)
University of Western Australia Statute (2020)
Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Bill 2025
Universities Accord (National Student Ombudsman) Bill 2024