Gender-Based Violence (GBV) Prevention and Response Plan

2026-2030
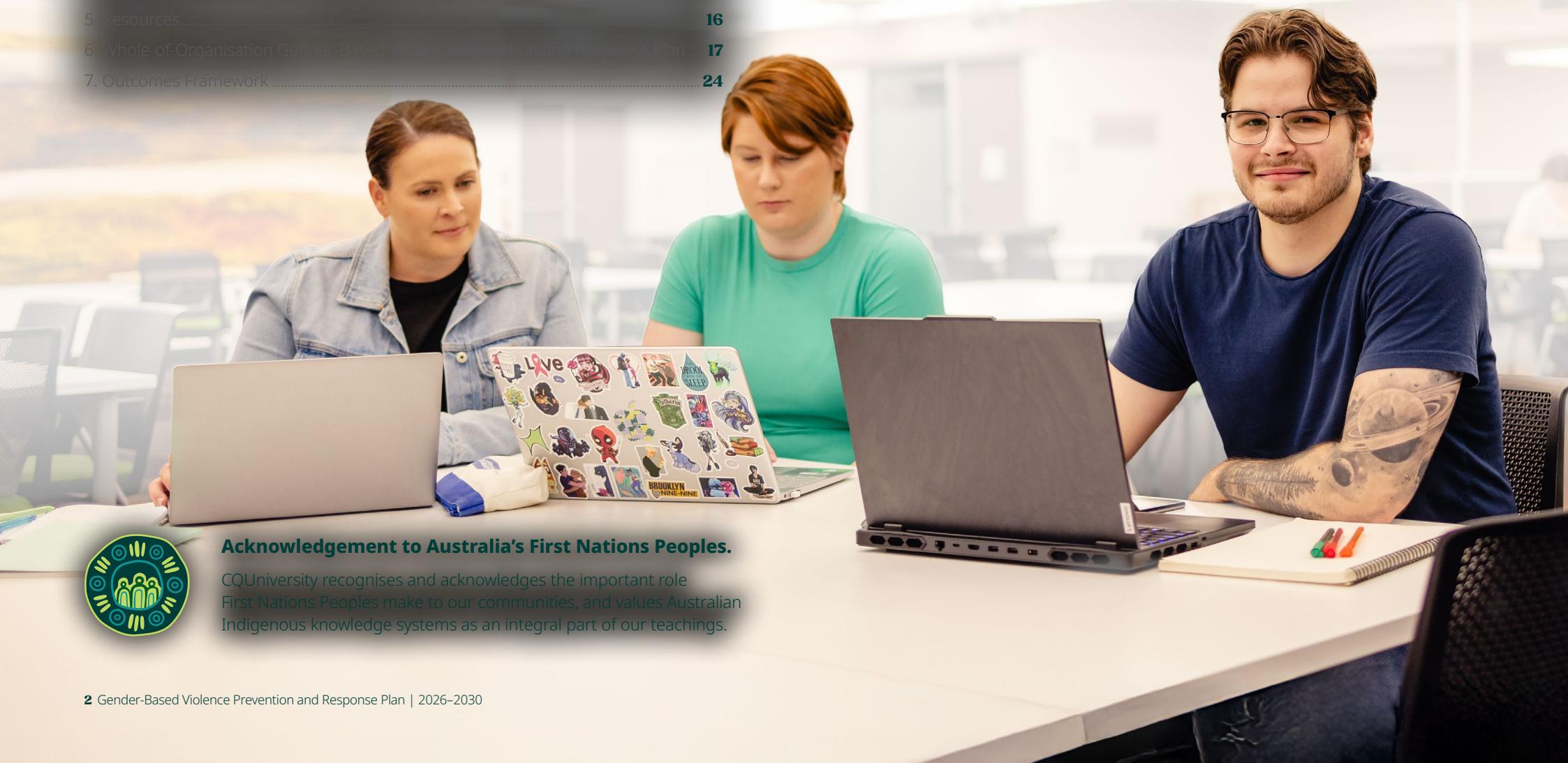
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Contents

Acknowledgement to Australia's First Nations Peoples.

CQUniversity recognises and acknowledges the important role First Nations Peoples make to our communities, and values Australian Indigenous knowledge systems as an integral part of our teachings.

Introduction

At CQUniversity, the safety, dignity and wellbeing of our community are central to our university's purpose and values.

As one of the nation's largest regional universities, with a presence in every mainland state and a diverse community of students studying online and on campus, we recognise the responsibility we hold to foster physical and virtual environments where every individual feels respected, valued, and is able to thrive. This responsibility includes a strong and enduring commitment to preventing and responding to gender-based violence.

Gender-based violence can have significant and lasting impacts on individuals, families and communities. We acknowledge the strength and insight of victim-survivors who share their lived experience, and we recognise that these experiences are shaped by culture, gender, sexuality, disability, age, geography, and migration history. Listening and learning from the lived experiences of survivors informs our work and reinforces the importance of a trauma-informed, culturally responsive, and inclusive approach across our diverse national footprint.

CQUniversity's Gender-Based Violence Prevention and Response Plan sets out a comprehensive, whole-of-university approach designed to improve our knowledge, strengthen prevention initiatives, enhance early intervention, and ensure clear, supportive, and accountable response pathways.

Within this plan, you will find a roadmap that reflects our institutional commitment to education, respectful relationships, safer campuses and online environments, and accessible support systems for all members of our community. Importantly, it also recognises the role CQUniversity plays beyond our own campuses. Through education, leadership, support and research that informs policy and practice, we can contribute to broader societal efforts to prevent and respond to gender-based violence.

By embracing this Plan, we reaffirm our commitment to fostering a culture of safety, respect and care, and to contributing to a society that actively responds to gender-based violence.

I am proud of the work CQUniversity has already undertaken to raise awareness and strengthen our response to gender-based violence. However, we know there is always more we can and must do. I look forward to witnessing the meaningful and lasting change this Plan will deliver for our staff, students and partners across Australia.

Professor Nick Klomp
Vice Chancellor and President | CQUniversity Australia

1. Provider Overview

CQUniversity (CQU) adopts a whole-of-organisation approach to preventing and responding to Gender-Based Violence (GBV), in accordance with the National Higher Education Code to Prevent and Respond to Gender-Based Violence 2025 ('the Code'). This approach applies to all teaching, research, working, learning, and living environments including on-campus, off-campus, online, and student accommodation.

CQU is a large, dual sector, multi-campus university serving approximately 30 000 students and 3705 staff across 13 campuses, with extensive online and regional delivery. Staff and students include significant representation from Aboriginal and Torres Strait Islander communities, international students, and people of diverse gender identities. This diversity reinforces the need for a holistic and inclusive approach to GBV prevention and response.

CQU provides on-campus accommodation at Capricornia College (Rockhampton North) and Canefield College (Mackay Ooralea) and maintains partnerships with an affiliated external accommodation provider.

ALIGNMENT WITH INSTITUTIONAL FRAMEWORKS

This Plan integrates with and supports:

› Mindwaves 2.0: CQUniversity's Mental Health and Wellbeing Plan 2024–2028
› CQUniversity Stretch Reconciliation Action Plan (RAP) 2025–2028
› CQUniversity Strategic Plan 2024–2028.

These frameworks are deliberately aligned: GBV prevention and response, mental health and wellbeing, and cultural safety and reconciliation are mutually reinforcing institutional goals. Together, they strengthen safety, inclusion, cultural respect, and equity across the University.

CQU applies a public health model of prevention that prioritises primary prevention, early intervention, and structural change. This includes embedding trauma-informed, culturally safe practices within all prevention and response pathways, and aligning prevention strategies with both Mindwaves and RAP frameworks.

In 2024, CQUniversity established the Safer Communities team to provide confidential, trauma-informed support for students affected by sexual and gender-based violence. This initiative is complemented by a strategic partnership with the Queensland Centre for Domestic and Family Violence Research (QCDFVR), which informs CQU's prevention strategies through applied research, education, and community engagement. The University continues to build capacity in cultural safety, trauma-informed practice, and intersectional approaches, guided by this Plan, ensuring strategies respond to the diverse needs of the CQU community.

1.1 Governance and Leadership Accountability

CQUniversity recognises that preventing and responding to Gender-Based Violence (GBV) is a core leadership responsibility and must be embedded at the highest levels of institutional governance. The Higher Education Principal Executive Officer (HEPEO), CQUniversity's Vice-Chancellor and President, holds overarching accountability for compliance with the Code. The University Council, as the University's Governing Body, provides strategic oversight and ensures that institutional leadership remains accountable for progress on GBV prevention, student and staff safety, and cultural transformation.

1.2 Governing Body Expertise

In alignment with the Code, CQUniversity ensures that its Governing Body includes expertise in student and staff safety and wellbeing, as well as relevant legal, cultural, and governance domains necessary to support the effective oversight of prevention and response measures.

This includes:

› Expertise in human rights, discrimination law, and accessibility, as exemplified by Mr Graeme Innes AM, Chancellor and Chair of Council, former Disability Discrimination Commissioner and Race and Human Rights Commissioner, and life-long advocate for inclusive, rights-based governance.
› Representation across Council with deep experience in employment law, workplace safety, legal compliance, cultural safety, and supporting vulnerable or marginalised communities.
› A strong understanding of educational governance, supporting the integration of wellbeing, prevention, and safety measures across teaching, research, and student environments.

This collective expertise enables the Council to make informed, evidence-based decisions. It also ensures the executive is held accountable for creating safe, inclusive, and trauma-informed environments across all University settings.

1.3 Operational Oversight

Operational leadership and implementation of this Plan is led by the Respect Steering Committee. The Committee includes representatives from:

› Student Success
› People and Culture (PaC)
› Indigenous Engagement
› Governance
› Legal and Risk
› Wellbeing
› Student accommodation
› Safer Communities, and
› Student representation.

The Committee oversees implementation, monitors de-identified trend data, identifies systemic risks, and ensures consistent application across all university settings, including accommodation.

1.4 Privacy and Data Governance

CQUniversity ensures that all reporting, monitoring, and governance activities are conducted in compliance with applicable Commonwealth, State, and Territory Privacy Laws, with reference to the Australian Privacy Principles (APPs). All data shared with Council and external stakeholders is appropriately de-identified, protecting the privacy and safety of all individuals.

1.5 GBV Response Scope

CQU's trauma-informed, survivor-centred response framework applies across all University environments, including:

› campus and online spaces
› research
› residential settings
› off-campus placements and fieldwork
› community-based activities.

Support includes:

› immediate safety planning via Safer Communities and the PaC Safety team
› access to counselling and culturally safe support
› multiple reporting and disclosure pathways, including anonymous options
› transparent disciplinary processes for students and staff (Student Conduct, Staff Code of Conduct, GBV Policy (in development), Enterprise Agreement).

Alignment with Mindwaves ensures continuity of care, while RAP protocols ensure culturally safe responses for First Nations survivors.

1.6 Intersectionality and Structural Drivers

This Plan incorporates an analysis of systemic drivers of GBV specific to CQU's context. Drawing on sector wide evidence and internal data, key contributing factors include:

› gender inequality and harmful social norms around masculinity, entitlement, and power
› intersectional discrimination affecting First Nations peoples, CALD communities, LGBTQIA+ persons, people with disability
› residential and social cultures in student accommodation that may normalise or conceal GBV
› barriers to reporting linked to trust, safety concerns, and stigma.

(Universities Australia, Our Watch, & Victorian Government, 2021)

CQU recognises that gender-based violence is driven by structural gender inequality, harmful gender norms, and power imbalances. These factors intersect with other systems of power- including racism, ableism, homophobia, and colonial legacies – to shape the prevalence and impact of GBV. Intersectional impacts are particularly significant for:

› First Nations women, who experience compounded harms due to the ongoing impacts of colonisation, systemic racism, and intergenerational trauma

› culturally and linguistically diverse students, who may face language, visa, and cultural stigma barriers to seeking help

› LGBTQIA+ students and staff, who face specific risks associated with heteronormativity, stigma and fear of discrimination

› students and staff with disability, who experience heightened risks linked to power dependency, accessibility barriers, and ableism.

CQU acknowledges that colonial legacies and systemic discrimination shape GBV experiences for First Nations students and staff. RAP principles are embedded in this Plan to ensure responses are culturally safe and self-determined, and prevention strategies address both structural and cultural risk factors.

Institutional data shows:

› 153 recorded GBV disclosures from Jan 2023 – Oct 2025.

› High concentration of disclosures in residential setting (45% of disclosures made to Safer Communities).

› Low conversion from disclosure to investigation (~15%).

› Of the 34 disclosures made through an anonymous psychosocial staff safety survey in 2025, only 1 report was made to the University, comments of 'not worth reporting' was a common theme.

› Less than 5% of disclosures came from identifiable First Nations or CALD cohorts.

These figures highlight that cultural trust, power dynamics, and structural fragmentation are significant risk drivers requiring a coordinated institutional response.

2. Planning, Engagement and Evidence

2.1 Whole-of-Organisation Assessment

CQU has undertaken a comprehensive review of risk using institutional reporting and support systems from January 2023 to October 2025, including:

› Safer Communities (student-centred disclosures)
› Workplace Relations (staff investigations)
› Student Conduct (student investigations)
› Complaints Register (public and whole of institution complaints)
› Confidential Incident Reporting (CAMMS, staff and students)
› 2025 Staff Psychosocial Safety Survey.

This multi-system review reveals several critical risk areas:

› **Location risks:** Highest GBV disclosures occur in residential settings, with emerging risks in off-campus placement sites.
› **Behavioural risks:** Sexual harassment comprises most incidents, highlighting the need for targeted prevention.
› **Systemic risks:** Fragmented reporting pathways and jurisdictional ambiguities create barriers to coordinated response and theme tracking.
› **Cultural risk:** Low trust and stigma limit formal reporting (97% of disclosures through staff survey did not report).
› **Equity risk:** Underrepresentation of identifiable First Nations and CALD disclosures (<5%).

This assessment is interpreted through the lens of GBV's structural and cultural drivers. Concentration of incidents in residential and placement environments reflects how power dynamics, gendered expectations, peer cultures, and weak bystander engagement can create enabling conditions for violence. Prevention efforts will target these systemic conditions rather than treating incidents as isolated events.

Building on this assessment, the following section outlines systemic risks identified across reporting and support systems, along with corresponding actions and opportunities for improvement.

2.2 Systemic Risks, Actions and Opportunities

Theme/Category	Risks/Barriers	Observations/Evidence	Enablers	Opportunities
Reporting	Underreporting, low disclosure to investigation conversion, informal resolution. True prevalence underestimated, constrained institutional response.	Significant gap between disclosure volumes and formal investigations. Most disclosures are managed through support, informal resolution, or remain undocumented beyond initial contact, or consent withdrawn. Of 153 recorded disclosures (2023 – 2025), approximately 15% entered a formal investigation process.	Psychosocial Safety Survey program provides cultural and perceptual insight. Trauma-informed support (Safer Communities). Launch of Harmful Behaviours Disclosure Tool (low barrier entry point). Confidentiality and communication protocols to reduce fear of escalation.	Use as early-warning system for prevention metrics. Established front-end disclosure and safety-planning capacity. Integrate into central triage and shared risk register. Use survey trends to target faculties and residences for prevention.
Contextual	Residences, field work and placements as high-risk environments. Risk concentrated in predictable settings.	Safer Communities: ~45% of disclosures relate to residential settings. CAMMS: multiple placement site incidents reported. Student Conduct: residence-related and peer interactions during placements.	Early expectation setting through pre-placement preparation. Residence orientation programs that set clear behavioural expectations for students. Existing Safer Communities processes for managing disclosures.	Enhance coordination between Residential Life, Safer Communities and Student Conduct. Strengthen residential culture initiatives (peer leadership, bystander programs).
Structural	Fragmented reporting and case management, jurisdictional ambiguity. Inconsistent safety response, limited governance visibility.	Cross-cohort or external-actor cases often fall between systems or outside policy scope. Complaints: non-jurisdictional or externally referred matters, conflicting policy for students to formally report staff misconduct.	Planned unified disclosure tool, specialist unit and centralised triage.	Will support integrated case management with consistent tracking, alongside specialist student-centred support. Quarterly cross-service 'Learning from Incidents' forums to share insights and actions.
Power Dynamics	Power imbalances in supervisory and academic relationships contribute to both harm and underreporting. Escalation gaps and unclear jurisdiction.	Complaints: alleged supervisor misconduct cases. Workplace Relations: 4 staff sexual-harassment investigations, power differential central.	Expectation setting. Code of Conduct. Annual mandatory respect training, with by-stander and power dynamics modules.	Supervisor and examiner training on ethical leadership.
Cultural	Cultural and Psychological Barriers: Fear of escalation, Fear of reprisal, privacy concerns, and low trust in institutional processes drive self-management of harm. Under-utilisation of formal mechanisms.	Psychosocial Survey: 'handled it myself' and 'not worth reporting' common. Safer Communities: withdrawal of consent to escalate. Complaints: delayed or anonymous submissions.	Emerging governance appetite for prevention. Executive commitment evident. Be a Better Human campaign.	Formalise GBV governance processes. Launch RESPECT/Safer Communities campaigns to promote and build institutional trust.

Theme/Category	Risks/Barriers	Observations/Evidence	Enablers	Opportunities
Procedural	Process Fragmentation: Incident management dispersed across multiple, partially overlapping systems limits transparency and data consistency. Inconsistent Safety Planning. Ongoing unmanaged or repeat risks.	Safer Communities: support only. Workplace Relations and Student Conduct: investigations. Complaints: referral point, limited oversight on decision and outcome process. CAMMS: parallel confidential tool. Psychosocial Survey: perception data only. Documentation and follow-up of safety actions vary across systems. Safer Communities: recent uptake of risk assessments. CAMMs: variable documentation. Student Conduct: some temporary measures utilised.	Formal investigative mechanisms (Enterprise Agreement, Student Conduct Policy and Procedure). Policy frameworks in place. Unified disclosure tool.	Strengthen cross-referral and data linkage.

2.3 Summary Insights

› 153 GBV-related disclosures were identified across six systems over a three-year period (Jan 2023 – Oct 2025).

› Approximately 15% entered a formal investigation process, and around 36% of those investigations resulted in findings or actions.

› Most matters were managed through support, safety planning, or informal resolution rather than formal investigation.

› Key risk settings: student residences, placements, and fieldwork environments.

› Cultural and power dynamics continue to act as primary deterrents to formal reporting and escalation.

› System fragmentation across support, complaint, and investigative functions limits institutional visibility, coordination, and consistency in safety planning.

› The forthcoming centralised triage function and unified disclosure tool will provide a centralised record of GBV data, enhancing oversight, consistent case tracking, and informed prevention planning.

2.4 Data Integrity and Development Caveat

While care was taken to align cross-system entries and remove duplicates during the assessment, some disclosures may appear in more than one dataset (e.g., a CAMMS anonymous disclosure later managed by Safer Communities).

Aggregate counts should therefore not be interpreted as unique cases. Additionally, as the University accepts anonymous and external disclosures and complaints, it is not always possible to determine whether these incidents occurred on campus, off campus, or involve individuals directly affiliated with the University.

3. Approach

3.1 Organisational Response and Key Strategic Actions

In response to these findings, the University is undertaking a series of systemic reforms, grounded in the recommendations of Project RESPECT and the restructure of the Safer Communities Unit. These reforms aim to reduce fragmentation, embed prevention and early intervention, and strengthen transparency, accountability, and survivor-centred responses.

The actions outlined below represent the University's key strategic priorities arising from the Whole-of-Organisation assessment. They provide the overarching framework for the detailed Plan that operationalises National Code compliance.

3.1.1 Expansion and Formalisation of the Safer Communities Unit

The University has expanded the existing Safer Communities function into a dedicated **Specialist Unit**, reporting to the Vice-President (Student Success). This structure consolidates and professionalises critical safety-related functions under three specialist teams:

› **Support and Response Team:** Provides trauma-informed, culturally responsive support to students disclosing harm, including safety planning, referrals, and case coordination.

› **Prevention, Education and Training Team:** Leads proactive campaigns and training for students and staff on respectful relationships, consent, bystander action, as well as anti-racism, anti-discrimination and bullying and harassment prevention.

› **Conduct and Investigations Team:** Oversees formal misconduct investigations in line with procedural fairness and student conduct policy, and coordinates risk-based interventions.

A central triage function and a new **Harmful Behaviours Disclosure Tool** will serve as a single point of entry for staff and student disclosures, enabling early, anonymous reporting, improved case management, and stronger data to identify trends and systemic risks.

This model mirrors the University's PaC Division, enabling improved cross-unit coordination and consistent operational standards.

3.1.2 Realignment of Student Misconduct Investigations

Responsibility for student misconduct investigations will transition from the Governance Directorate to the Student Success Division within the expanded Safer Communities Unit. This change ensures that misconduct cases are addressed within a framework that is trauma-informed, student-centred, and closely connected to wellbeing and support services.

Governance will continue to maintain oversight, appeals, and policy integrity, ensuring separation of powers and procedural fairness.

3.1.3 New Training and Education Initiatives

Under the new **RESPECT@CQU** training program, the University will implement a comprehensive suite of training and leadership development initiatives commencing Term 1, 2026:

› Roll out RESPECT student training (Moodle).

› Annual mandatory RESPECT staff training (EMPower), including supervisor modules.

› Leadership training delivered in partnership with external specialists to equip senior leaders to embed primary prevention and model accountable leadership.

› Co-designed content developed with survivors, First Nations stakeholders, and mental-health experts to ensure cultural safety and trauma-informed practice.

› Continuous evaluation through pre-/post-training surveys to assess impact and inform future research.

RESPECT training content will address the drivers of GBV while building practical skills in respectful communication, consent, boundary-setting, empathy, and bystander action. It also includes strategies for responding to disclosures, how to disclose and report, and self-care components.

Building on this, co-designed health promotion and harm prevention campaigns will complement training initiatives, putting respect, empathy, and consent into practice across student life. The student-led *Be a Better Human* campaign, supported by Safer Communities, will roll out brand ambassadors at two pilot locations—Rockhampton North and Mackay—in 2026, identified as high-risk residential college environments, with on-site guidance for ambassadors and campaign activities. Originally developed at Flinders University, *Be a Better Human* is now a sector-wide student-led initiative.

3.1.4 Integrated Prevention and High-Risk Environment Safety

Targeted prevention initiatives will focus on settings and contexts where risk is elevated:

› Residential-specific strategies: Mandatory training for residents and residential staff, targeted communications, and ongoing culture-change campaigns.
› Alignment with Mindwaves 2.0 and RAP: Ensuring training and interventions, including mental health literacy and competencies, are trauma-informed and culturally grounded.

3.1.5 Harmful Behaviours Disclosure Tool and System Integration

A flagship initiative under Project RESPECT, the Harmful Behaviours Disclosure Tool will launch in 2026 to provide:

› safe, trauma-informed mechanisms for named or anonymous disclosures
› separation between disclosure, complaints, and incident pathways
› restricted-access management for triage, risk assessments and early intervention
› data integration with WHS and Respect@Work obligations.

This will unify data collection across systems and reduce fragmentation. It will also enable real-time analysis, trend identification, and compliance under Standard 6.

3.1.6 Governance, Accountability, and Continuous Improvement

To strengthen transparency and institutional accountability, the university will implement:

› quarterly GBV trend reporting (from Q2 2026) through the RESPECT, University Management and the Audit Risk and Finance Sub-Committee
› cross-unit alignment between Safer Communities and PaC for consistency across staff and student matters
› unified data and reporting systems to support evidence-based policy and leadership decision-making.

3.1.7 Comprehensive Policy Review and Integration

A whole-of-institution policy review will streamline and strengthen student conduct, grievance, and safety frameworks by:

› reducing process fragmentation and duplication
› Clarifying boundaries between hazard, incident, conduct, and grievance pathways
› embedding Mindwaves 2.0 trauma-informed practice and wellbeing principles
› developing a comprehensive Gender-Based Violence Policy.

A dedicated Policy Lead will oversee this review to ensure GBV Code compliance and improve access to safe, effective reporting mechanisms.

3.1.8 Key Strategic Actions Overview

The following table summarises the University's strategic priorities and associated actions to address structural, cultural, and systemic drivers of GBV.

Strategic Priority	Action
Structural Reform	Establish Specialist Safer Communities Unit integrating prevention, response, and investigation functions.
System Integration	Develop cross-system GBV reporting protocols.
Governance Realignment	Transition student misconduct investigations to Safer Communities Unit, Investigations team.
Reporting Culture	Trust-building campaigns and early-reporting initiatives.
Residence and Placement Safety	Mandatory GBV prevention protocols for high-risk settings.
Staff and Student Capability	Mandatory training on GBV, psychosocial risk, and governance.
	Opt in ALLY training for staff and students, addressing drivers of gender-based violence and gendered stereotypes for LGBTQIA+ communities.
	Enhanced responding to students in distress and responding to disclosures of sexual violence staff guidelines.
Psychosocial Safety	GBV risk indicators in WHS and leadership KPIs.
Policy Integration	Whole-of-institution review and alignment of GBV-related policies.
Governance Oversight	Quarterly reporting to Executive.

Strategic prevention actions will explicitly target the key gendered drivers of GBV, reinforce gender equity, and address structural barriers. These actions will integrate trauma-informed, culturally safe approaches across all initiatives.

Intersectional considerations - particularly for First Nations, CALD, LGBTQIA+, and disability communities - will be embedded in prevention, reporting, and response strategies to ensure inclusivity and equity.

3.2 Alignment and Integration

All initiatives are embedded within the university's broader equity, safety, and wellbeing frameworks to ensure sustainable, whole-of-institution change.

› **Mindwaves 2.0:** All GBV training and support initiatives align with Mindwaves 2.0 trauma-informed pillars and psychological safety objectives.

› **Reconciliation Action Plan (RAP):** Prevention strategies incorporate First Nations perspectives, cultural safety principles, and co-design with Indigenous stakeholders.

› **WHS and Respect@Work:** GBV prevention is integrated into occupational and psychosocial safety frameworks.

› **Governance:** Elevates GBV from an operational response to a strategic governance priority, consistent with National Code leadership standards.

› **Intersectionality:** Prevention and response strategies are informed by lived experience and align with Our Watch and the National Plan evidence, ensuring relevance to disproportionately affected cohorts.

In addition to whole-of-institution integration, the University recognises that student accommodation presents unique risks requiring targeted assessment and strategic action.

3.3.1 Governance and Residential Frameworks

CQU operates two on-campus residences – Capricornia College (Rockhampton North) and Canefield College (Mackay Ooralea) – which provide 24/7 staff support, security, and communal study and social spaces. Residential governance is managed through the Student Accommodation Policy and Procedure, Residential Agreement, Residential Handbook, and Student Residences Conduct Policy and Procedure, ensuring respectful behaviour and conflict resolution. An affiliated provider also operates under a deed of agreement.

Student Accommodation Bookings

CQU's on-campus accommodation is available for short-term stays (a few nights to several weeks) and longer-term stays (12 weeks +). Short-term bookings make up the majority of stays, while a smaller proportion of students reside in long-term or flexible-term arrangements.

Resident Profile

The residences accommodate students of diverse backgrounds and gender identities. Female residents represent a slightly larger proportion of the residential population, with male residents and those who have not disclosed their gender also represented.

3.3.2 Student Accommodation Assessment

CQU recognises that student accommodation presents specific risks due to shared living environments, peer dynamics, and after-hours social activity. Analysis of resident demographics, bookings, and disclosures informs current measures and strategic priorities. CQU requires all student accommodation (owned and affiliated) to adhere to the University's plans, policies and procedures.

Key Risk Factors

1. **Communal Living Dynamics**

   › Shared kitchens, lounges, study spaces, and social areas create opportunities for harassment, coercion, and other forms of GBV.

   › Peer pressure and informal social interactions present bystander intervention challenges.

2. **After-Hours Social Activities**

   › Alcohol consumption and late-night gatherings increase vulnerability and complicate consent.

3. **Intersectional Vulnerabilities**

   › First Nations, CALD, LGBTQIA+, people with a disability and international students face heightened risk, particularly in residential settings.

   › Students under 18 are subject to additional welfare and supervision measures.

4. **Residential-Specific Trends**

   › Approximately 45% of GBV disclosures to Safer Communities (in 2024–2025) occurred within a residential context.

   › Female undergraduate students were identified as the most at-risk cohort, with low referral rates to formal processes.

   › Peer-to-peer harassment is the most common incident type.

5. **Affiliated Providers**

   › Risk management and policy alignment with affiliate provider will be ensured through formal agreements, including monitoring of resident safety, reporting, and support practices.

Current Mitigation Measures

› 24/7 staffed residences with trained peer leaders and mental health first aiders.

› Trauma-informed, survivor-centred support pathways and reporting mechanisms into central university systems.

› Mandatory compliance with the Residential Agreement and handbook.

› Mandatory orientation training for long-term residents on respectful relationships in the residential context.

› Residential leaders receive mandatory training in drug and alcohol awareness, Mental Health First Aid, and student-in-distress response prior to orientation.

› Additional welfare arrangements for international students under 18.

› Regular monitoring of incidents and resident feedback.

3.3.3 Key Strategic Actions – Student Accommodation

1. Policy and Governance

› Update the Residential Agreement in line with this Plan.

› Review the Student Residences Conduct Policy and Procedure against the forthcoming institutional GBV Policy and Procedure.

› Maintain alignment of affiliated providers with CQU policies, risk assessments, and reporting obligations.

2. Education and Training

› Deliver mandatory GBV prevention and response training for all residents, residential staff, and peer leaders.

› Deliver responding to Disclosures of sexual violence and gender-based violence training to all residential staff and peer leaders.

› Tailor programs for student accommodation environments, addressing bystander intervention, consent, and cultural safety.

› Continue developing targeted prevention campaigns for all residents.

› Short-stay and flexi residents to undertake GBV orientation training modules.

3. Risk Assessment and Incident Response

› Review the room allocation process, recognising female undergraduate students as the primary at-risk cohort to reduce vulnerability.

› Build a tiered and coordinated response to disclosures and reports of gender-based violence in residential settings supported by the Safer Communities Unit.

› Review eligibility requirements for bookings.

› Align external partners with the university's values and policies creating a unified approach to preventing and responding to GBV.

4. Equity, Inclusion and Student Engagement

This section outlines CQU's commitment to equity, inclusion, and engagement in the development and implementation of the GBV Action Plan.

4.1 Gender Equality Action Plan

As part of the development of this Plan, CQU has developed a standalone Gender, Equity, Diversity and Inclusion Plan that addresses the Gender Equality Action Plan requirements under Standard 1.4(g) of the National Code; please refer to that document for full details.

4.2 Student and Staff Engagement for plan development

The following table outlines consultation and engagement activities undertaken to inform the development of this plan, forming a foundation for ongoing co-design and continuous improvement of GBV prevention and response initiatives.

Consultation / Engagement Mechanism	Participants / Representation	Timing	Purpose / Key Outcomes	Alignment / Notes
RESPECT Steering Committee Meetings	Staff and student representatives, expertise in safety and wellbeing, lived experience, First Nations representative.	May/July/ September/ November 2025	Oversight of GBV Code implementation, review of training, policy, and reporting frameworks.	Ensures co-design and ongoing governance input, supports Standard 1.1 and 3.1.
Harmful Behaviours Disclosure Tool Working Group	Internal staff group	Ongoing 2025	Development and refinement of disclosure tool, trauma-informed design.	Supports safe reporting mechanisms and lived experience input.
Expert Consultation – Queensland Family and Domestic Violence Centre	External GBV specialists	Ongoing/As Needed	Co-design of trauma-informed training package for staff, review of RESPECT@CQU students training module.	Provides evidence-based expertise, aligns with Standards 4 and 5.
Academic Learning Centre	Academic staff	Monthly 2025	Supporting ethics approval application for future research, LGBTQIA+ support.	Supports accessibility, universal design, and culturally safe practices (Standards 3.2, 3.3).
Presentations to Governance Bodies – UMC, Council, SRC	Executive leadership, governance staff	UMC May 2025, SRC Nov 2025, Council July/Dec 2025	Provide updates on GBV Code implementation and leadership requirements.	Ensures transparency and accountability at institutional governance level.
Targeted Consultations	Students from diverse backgrounds, staff, and groups disproportionately affected by GBV (Women, First Nations, CALD communities, LGBTQI+, persons with disability).	Ongoing 2025	Co-design of services, feedback on training content, policies, and messaging.	Supports inclusive engagement and compliance with Clause 1.4(i).
Psychosocial Safety Survey	Staff	2025	Gather feedback on safety, inclusion, and effectiveness of institutional responses.	Enables continuous improvement and evidence-based reporting.
RUN HE Implementation Group on GBV	Regional Universities Network (Representatives from CSU, SCU, UniSC, UNE, Federation and UniSQ.	Sept/Oct/Nov/Dec 2025	Identify opportunities for collaboration and alignment among universities, discuss ways to support internal engagement at each institution.	Fostering collaboration, sharing best practices, building capability, and enhancing GBV prevention and response across universities.

5. Resources

Our Watch, (2021). *Change the story: A shared framework for the primary prevention of violence against women in Australia* (2nd ed.). Melbourne, Australia: Our Watch. Accessed 10 November 2025, from www.ourwatch.org.au/change-the-story/change-the-story-framework.

Universities Australia, *Our Watch and Victorian Government, (2021). Educating for Equality: A whole-of-university approach to preventing gender-based violence*. Our Watch. Accessed 10 November 2025, from www.ourwatch.org.au/universities/resources/educating-for-equality.

6. Whole-of-Organisation Gender-Based Violence Prevention and Response Plan

STANDARD 1: Accountable Leadership and Governance – Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to gender-based violence.

Action	Responsible	Timeline	Resources
Update Delegations Register to explicitly list the HE Principal Executive Officer as accountable for Code compliance.	Governance / RESPECT	From 1 Jan 2026	Governance staff time, updated Delegations Register
Ensure the Respect Steering Committee meets quarterly and provides relevant updates to the HEPEO.	RESPECT / Governance / HEPEO	Quarterly from 2026	Committee schedule, Secretariat support
Ensure the Governing Body and its subcommittees maintain and demonstrate expertise in student and staff safety and wellbeing.	Council / ARFC / UMC / RESPECT	Ongoing	Committee membership expertise, Governance
HEPEO to provide six-monthly reporting to Council on Plan implementation, outcomes, and trend data.	HEPEO / RESPECT / Governance	Biannually from mid-2026	Governance reporting templates, data dashboard
Publish the GBV Prevention and Response Plan and an annual public summary of progress, including key metrics (e.g. training uptake, disclosures, formal reports, prevention actions, outcomes).	RESPECT / Governance / Comms	Annually from 2026	Website content, comms resources, data reports
Maintain compliance engagement with the Secretary under the Code, reviewing and responding to feedback within required timeframes and updating the Plan accordingly.	HEPEO / Governance / Council	Ongoing post-2026	Secretary feedback, compliance resources
Embed National Code requirements across prevention, response, governance, and reporting mechanisms.	HEPEO / Safer Communities	2026 onwards	National Code guidance, internal policy updates
Finalise and publish the Gender Equity Action Plan following consultation.	PaC / RESPECT	From 1 Jan 2026	Consultation records, staff engagement resources
Conduct consultation with students, staff, and survivors to inform the final Prevention and Response Plan; document engagement outcomes.	RESPECT / Governance	Dec 2025–Jan 2026 (Version 1); Q1 2026	Consultation register, communication and engagement resources
Conduct biennial reporting to the Secretary, including trend analysis and evidence of continuous improvement.	HEPEO / Governance	Every 2 years	Data dashboards, governance reporting templates
Submit endorsed Prevention and Response Plan and Outcomes Framework to the Secretary by 16 Jan 2026, and every four years thereafter.	RESPECT / Governance	16 Jan 2026	Final approved plan, submission protocols
Undertake annual internal review and four-year full review of the governance framework and Plan to ensure continuous improvement and Code alignment.	Governance / RESPECT / Internal Audit / Ombudsman	Annual, biennial, and four-year cycle	Audit schedule, governance review resources
Use findings from reviews, audits, and lived experience engagement to inform updates to governance structures, accountability mechanisms, and prevention strategies.	RESPECT / HEPEO / Governance / PaC	Ongoing	Review findings, consultation inputs

STANDARD 2: Safe Environments and Systems – Environments are safe, and systems continuously improve to prevent and respond to gender-based violence.

Action	Responsible	Timeline	Resources
Conduct a full audit of Working With Children Check (WWCC) compliance across all relevant staff (including Accommodation); implement ongoing monitoring to align with the new national framework.	PaC / Legal	From 1 Jan 2026	PaC systems, Legal national framework guidance
Update recruitment and appointment forms for staff (including Accommodation) and Council members to include mandatory GBV declaration questions.	PaC / Legal	From 1 Jan 2026	Recruitment forms, HR system updates
Develop and implement a formal process for assessing GBV-related employment declarations, including suitability criteria and decision-making procedures.	PaC / Legal	From 1 Jan 2026	Policy templates, HR and Legal collaboration
Establish clear procedures for considering substantiated GBV allegations in employment promotion, recognition, and reward decisions	PaC / Legal	From 1 Jan 2026	Policy revision, governance and legal oversight
Develop and document risk assessment and mitigation processes for contractors, affiliates, and other non-employee staff with a GBV history.	PaC / Legal / DFM	From 1 Jan 2026	Contractor management systems, Legal input
Develop cross-system GBV reporting protocols and dashboard for trend analysis, integrating data from Safer Communities, PaC, and other safety units.	Safer Communities / PaC	Q1 2026	Reporting systems integration, data analytics tools
Embed prevention protocols for placements, fieldwork, and residential settings, ensuring safe practices across all student and staff environments.	Safer Communities / Residences	2026	Training modules, compliance monitoring
Conduct comprehensive policy review of all student-facing conduct, complaints, grievance, and safety policies to ensure alignment with trauma-informed, person-centred, and GBV Code principles.	Policy Lead / RESPECT / Governance	2026	Mindwaves trauma-informed pillars, GBV Code guidance, NSO recommendations
Formalise protocols for implementing alternative study, work, or living arrangements for students and staff when GBV allegations arise to ensure safety and wellbeing.	PaC / Safer Communities / Residential Life	From 1 Jan 2026	Safety and Wellbeing Team, Residential College staff, policy templates
Finalise and implement a whole-of-organisation GBV Policy that is trauma-informed, person-centred, accessible, and inclusive of students, staff, leadership, and affiliates.	PaC / RESPECT / Legal / Student Ombudsman / SMEs	From 1 Jan 2026 (in development)	Policy writing group, SME consultation, communications resources
Establish a 3-year review cycle for the GBV Policy, ensuring engagement with students, staff, survivors, disproportionately affected groups, experts, and third parties.	Governance / RESPECT / PaC	From 1 Jan 2026 (then triennially)	Consultation framework, engagement register
Develop a documentation and reporting framework to demonstrate engagement processes for policy development and review, suitable for Secretary reporting.	Governance / RESPECT / PaC	From 1 Jan 2026	Consultation templates, governance reporting system
Integrate gender-impact assessments and prevention considerations into all relevant GBV and safety policies to ensure alignment with educational outcomes and wellbeing priorities.	RESPECT / PaC / Governance	From 1 Jan 2026	Gender-impact tools, training for policy authors
Review all employment and settlement agreement templates to ensure compliance with NDA and non-disparagement clause restrictions (NDAs only at Discloser's request).	Legal / PaC	From 1 Jan 2026	Legal review, updated contract templates
Maintain readiness to implement any recommendations from the National Student Ombudsman regarding GBV response or prevention.	Student Ombudsman / Governance	Ongoing (from Jan 2026)	Ombudsman liaison processes, governance reporting
Establish and maintain a compliance monitoring and reporting framework for Standard 2 requirements, including data tracking, policy review, and reporting to Secretary if required.	RESPECT / Governance	From 1 Jan 2026	Compliance register, reporting templates

STANDARD 3: Knowledge and Capability – Build knowledge and capability to safety and effectively prevent and respond to gender-based violence.

Action	Responsible	Timeline	Resources
Develop and deliver a comprehensive, ongoing prevention education and training program for all staff and students, covering GBV awareness, drivers, intersectionality, healthy relationships, power dynamics, ethical bystander responses, and support services (RESPECT@CQU).	RESPECT / Safer Communities / PaC / Learning Design / ALC	Term 1, 2026 onwards	Training design team, Safer Communities facilitation, LMS, EmPower platform, SMEs
Deliver targeted leadership training, including onboarding and annual refreshers for leadership, staff, residential staff, and student leaders.	President / Vice Presidents/ RESPECT / Safer Communities / PaC / Residential Life	From 2026 onwards	Specialist trainers, Our Watch partnership, internal facilitation support
Finalise and launch evidence-informed, trauma-informed training modules for staff and leadership, including updates to staff guidelines ('Responding to Disclosures of Sexual Violence' and 'Responding to Students in Distress').	RESPECT / Safer Communities / QFDVC / PaC	From 1 Jan 2026	Project Respect, Learning Design, Digital Services, consultation with SMEs
Embed participation in trauma-informed disclosure response training into staff Professional Enhancement Plans (PEPs) and leadership development requirements.	RESPECT / Safer Communities / PaC	From 2026 onwards	PEP system updates
Conduct pre- and post-training evaluations for all prevention initiatives, including surveys, feedback, attendance tracking, and qualitative data. Establish record-keeping and a formal process for analysing and reporting evaluation data to inform continuous improvement. Introduce scheduled review dates to ensure ongoing compliance.	RESPECT / Safer Communities / ALC / Mindwaves / Governance / PaC	From 1 Jan 2026; ongoing	Qualtrics, survey tools, evaluation framework, compliance tracking system, training records
Establish continuous awareness campaigns using multiple channels (social media, digital screens, posters, newsletters) and integrate definitions, reporting/disclosure processes, and complaint pathways. Develop an annual prevention and awareness calendar to track themes, cohorts, and impact.	RESPECT / Safer Communities / Comms	Launch Jan 2026; ongoing	Communications team, campaign funding, visual media assets
Formalise collaboration mechanisms with experts, survivors, students, and disproportionately affected groups through advisory groups, consultation registers, and/or a Community of Practice. Develop a documentation and reporting framework to record engagement activities.	RESPECT / Safer Communities / Workforce Capability	From 1 Jan 2026	Consultation register, engagement framework, documentation templates
Maintain GBV risk assessment expertise internally (psychologists, counsellors, DFV and WHS specialists) and engage external experts where internal capacity is unavailable. Ensure staff involved in investigations and disciplinary processes complete GBV- and trauma-informed training every 3 years, with access to ongoing professional development. Engage external investigators where specialist expertise is required.	RESPECT / Safer Communities / PaC / Governance	From 1 Jan 2026; ongoing; every 3 years for staff involved in investigations	Expert network, external consultant panel, training budget, PaC compliance tracking
Establish and maintain a compliance monitoring and reporting framework for Standard 3, including training participation rates, evaluation findings, and Secretary reporting.	RESPECT / Governance	From 1 Jan 2026; ongoing	Compliance register, data dashboards

STANDARD 4: Safety and Support – Response and support services are safe and person-centred.

Action	Responsible	Timeline	Resources
Expand Safer Communities Unit into a Specialist Unit with integrated teams: Support and Response, Prevention Education and Training, Conduct and Investigations. Align the Safer Communities Unit and PaC (PaC) functions to support a whole-of-organisation approach.	Vice-President (Student Success) / Safer Communities / PaC	Dec 2025 change management, Launch 2026	Staffing resources, organisational structure, Quarterly reporting, cross-unit meetings, Change management
Implement a central triage function (risk assessment) and Harmful Behaviours Disclosure Tool to enable anonymous and early reporting.	Safer Communities	Recruitment Q4 2025; Tool in development Q4 2025; Launch in 2026	Restricted-access management system, reporting tool
Maintain and enhance trauma-informed, person-centred, best-practice responses across all internal services (Psychologists, Counsellors, Social Workers, DFV Experts, WHS, Legal) through ongoing professional development, sector engagement, conferences, networks, and training to strengthen evidence-based support capability.	Safer Communities / PaC / Mindwaves	Ongoing; review Jan 2026	Professional development budget, sector partnerships (Our Watch, ANSZZA, RUN GBV Group, Safer Communities CoP)
Develop survivor-centred support pathways including counselling, academic/work adjustments, and coordinated case management.	Safer Communities	From 2026	Support services, referral protocols
Align student misconduct investigations with a trauma-informed, student-centred framework, ensuring procedural fairness and risk-based interventions.	Safer Communities / Student Success Division	From 2026	Procedural frameworks, investigation protocols
Ensure access to internal and external support services for both Disclosers and Respondents, including advocacy, referrals, and assistance with academic/workplace adjustments.	Safer Communities / PaC	Ongoing	Referral protocols
Develop and promote a centralised 'Reporting Hub' (home of the Disclosure Tool) with plain English, information on policies, procedures, reporting, and support options.	RESPECT / Safer Communities / PaC / Comms / GBM	From 1 Jan 2026	Disclosure Tool, website updates
Integrate translation and interpreter service links into all GBV-related policies, procedures, and web pages to ensure accessibility for all community members.	RESPECT / Comms / Legal	From 1 Jan 2026	Accessibility review
Establish and maintain formal, coordinated protocols for risk assessment and safety planning for all disclosures and formal reports, including tailored support plans for Disclosers and Respondents. Ensure plans are person-centred, consider cultural, accessibility, and individual needs, and are consistently monitored, documented, and aligned across internal and external services.	Safer Communities / PaC / Counselling	From 1 Jan 2026; ongoing	Risk assessment and safety planning templates, trained staff for Disclosers and Respondents, case management and referral systems, review schedules, coordination with internal and external service providers, Basecamp working group
Maintain clear separation of roles to ensure no staff member supports both Discloser and Respondent in the same matter; recruit and allocate adequate staffing to sustain separation.	Safer Communities / PaC / .Governance	From 1 Jan 2026	Workforce planning, recruitment budget
Conduct evaluation of the effectiveness of all support services at least every three years, using feedback from service users, staff, and governance committees.	Chief Wellbeing Officer (CWO) / PaC	Every 3 years (starting 2026)	Evaluation tools, survey results
Use evaluation findings to guide continuous improvement of support services, ensuring responses evolve in line with best practice and duty of care.	CWO / PaC / Governance	Ongoing post-2026	Service review process, reporting templates
Establish and maintain a compliance and reporting framework for Standard 4, documenting risk management, support service outcomes, and reporting obligations to the Secretary.	RESPECT / Governance	From 1 Jan 2026	Compliance register, governance reporting cycle

STANDARD 5: Safe Processes – Gender-based violence responses are safe and timely.

Action	Responsible	Timeline	Resources
Finalise and implement the Harmful Behaviours Disclosure Tool to clearly distinguish between Disclosures and Formal Reports, enable anonymous submissions, and support trauma-informed triage and referral.	RESPECT / Safer Communities / PaC / Governance / IT	In development Q4 2025, Launch Q1 2026	Digital platform, triage staff, training resources
Develop and implement a comprehensive communications strategy to promote safe, accessible, and multiple GBV reporting channels (digital, in-person, email, phone, and anonymous), ensuring staff and students understand how to disclose and report, the options available, and how information will be used.	RESPECT / Safer Communities / PaC / Comms	In development Q4 2025, Launch Q1 2026	Communication materials, awareness campaign budget, Web updates, induction materials
Strengthen data analysis processes to identify emerging GBV trends and risks, and use findings to inform targeted prevention initiatives.	RESPECT / Safer Communities / PaC / Governance	Ongoing (commencing 2026)	Disclosure tools, shared data dashboard
Ensure clear governance oversight for misconduct appeals, policy integrity, and procedural consistency across student and staff cases.	Student Ombudsman / Governance / PaC	2026 onwards	Governance framework, procedural documentation
Embed GBV risk indicators in WHS systems and leadership KPIs to monitor organisational performance and culture.	Safety and Wellbeing / PaC	2026	Risk frameworks, KPI monitoring tools
Develop and publish GBV-specific response pathways outlining informal, formal, safety, and investigation processes within the Whole-of-Organisation GBV Policy.	RESPECT / Safer Communities / Governance / PaC	From 1 Jan 2026; in draft Q4 2025	Policy documentation, process flowcharts
Formalise guidelines for consent-based decision-making and consent tracking to ensure the Discloser's wishes are documented and respected in case management.	RESPECT / Safer Communities / Governance	From 1 Jan 2026	Case management system, consent forms
Review and align investigation procedures with Code requirements to ensure consistent notification, safety consideration, and procedural fairness.	RESPECT / PaC / Governance	From 1 Jan 2026	Updated procedures, investigator training
Codify the requirement to notify both parties in writing, Discloser first, on the same day, when investigations commence or outcomes are determined.	RESPECT / PaC / Governance	From 1 Jan 2026	Updated templates, governance oversight
Embed access to a support person throughout all investigative and disciplinary discussions; ensure clear communication of this right.	RESPECT / PaC / Governance	From 1 Jan 2026	Training materials, policy inclusion
Undertake an audit of current investigation timeframes across student and staff environments; integrate 45-day completion target and extension criteria into policies.	RESPECT / PaC / Governance	From 1 Jan 2026	Audit team, data collection tools
Incorporate extension management and notification processes into investigation procedures to ensure transparency and timeliness.	RESPECT / PaC / Governance	From 1 Jan 2026	Procedure update, monitoring dashboard
Continue to ensure procedural fairness and proportional sanctions (up to exclusion/expulsion) through policy consistency and staff capability development.	RESPECT / PaC / Governance	Ongoing	Policy framework, training programs
Develop structured communication templates for providing investigation progress updates and final outcomes to both parties (Discloser first), including reasons and appeal/complaints pathways.	RESPECT / Governance / PaC	From 1 Jan 2026	Template library, case management support
Establish ongoing monitoring and reporting framework for Standard 5 compliance, including timeliness, fairness, communication consistency, and reporting to the Secretary when required.	RESPECT / Governance	From 1 Jan 2026	Compliance register, case management analytics

STANDARD 6: Data, Evaluation, and Evidence – Use evidence to approach, measure change and contribute to the national evidence-base.

Action	Responsible	Timeline	Resources
Conduct ongoing data cleanse and CRM enhancement to improve accuracy, consistency, and compliance with national GBV reporting obligations.	RESPECT / PaC (CAMMs) / HR Systems / Digital Services / Sugar CRM	Completed July 2025; review Jan 2026	CRM system updates, data governance oversight
Develop and implement trauma-informed data collection procedures, ensuring data gathering is safe, person-centred, and aligned with privacy legislation.	RESPECT / PaC / Digital Services / Safer Communities / Legal	From 1 Jan 2026	Procedure documentation, staff training on trauma-informed data handling
Establish standardised data templates and reporting protocols for regulatory submissions to the Secretary, ensuring readiness for national reporting.	RESPECT / Governance	From 1 Jan 2026	Data templates, regulatory liaison process
Align student accommodation data collection and reporting with broader institutional GBV data practices to ensure complete coverage under the Code.	Residential Life / RESPECT / Digital Services	From 1 Jan 2026	Systems integration, staff training
Define responsibilities for data analysis and interpretation, including roles for cultural insight, intersectionality, and continuous improvement.	RESPECT / Safer Communities / PaC / Equity and Inclusion	From 1 Jan 2026	Defined analyst roles, cross-functional working group
Identify and address barriers and system weaknesses through regular data reviews, incorporating findings into staff and student training modules.	RESPECT / Safer Communities / Workforce Capability	From 1 Jan 2026	Data reporting tools, feedback loop process
Continue using evidence-based frameworks (e.g., Our Watch) to guide education initiatives, while embedding data evaluation into future module design.	Safer Communities / RESPECT	Ongoing	Educational resources, evaluation tools
Implement policy and training interventions to eliminate staff requests for 'evidence' of GBV when academic adjustments are sought.	RESPECT / Governance / Academic Schools	From 1 Jan 2026	Policy updates, staff training
Formally resource and launch the new Prevention and Education Team within Safer Communities to lead training evaluation, awareness tracking, and data-driven improvement.	Safer Communities / RESPECT	From 1 Jan 2026	Staffing budget
Ensure all GBV-related evaluations are robust, objective, and independently validated through governance committee oversight.	RESPECT / PaC (CAMMs) / Digital Services / Governance	From 1 Jan 2026	Committee review processes
Collect and analyse cross-system GBV data quarterly to identify trends, barriers, and repeat risks to inform prevention efforts.	Safer Communities / PaC / Digital Services	From Q2 2026	Multi-system data collection
Conduct psychosocial surveys as leading indicators of wellbeing and risk to inform early intervention and prevention strategies.	Safety and Wellbeing	2026 onwards	Survey tools, analysis software
Implement a continuous improvement cycle: Data Collection → Analysis → Stakeholder Feedback → Policy and Training Adjustments → Implementation → Evaluation.	Safer Communities / PaC	2026 onwards	Data dashboards, stakeholder consultation, reporting tools

STANDARD 7: Safe Student Accommodation Environments – Student accommodation is safe for all students and staff (where relevant).

Action	Responsible	Timeline	Resources / Notes
Deliver comprehensive, tailored GBV education, prevention, and cultural safety programs for residential students and staff, including peer-led initiatives, induction/orientation, bystander and consent training, and cultural safety workshops.	RESPECT / Safer Communities / Residential Life	Review Q4 2025; Implement Q1 2026; ongoing	Training modules, peer leader support, cultural consultants, induction integration, resident engagement
Implement formal, trauma-informed disclosure and risk management processes in accommodation settings, including timely support within 48 hours, 24/7 access to mental health first aiders, access to trained GBV-accredited specialists, consistent risk assessment and support planning, and consideration of relocation and procedural fairness for respondents.	Residential Life / Safer Communities / RESPECT / Counselling	From 1 Jan 2026; ongoing	Risk assessment templates, qualified GBV specialists, mental health resources, case management systems
Establish a formal process for managing substantiated GBV allegations involving staff where resident safety may be at risk, including risk assessment, mitigation measures, and coordination with GBV-accredited support services.	Residential Life / PaC / Legal	From 1 Jan 2026; ongoing	PaC and legal framework, risk assessment templates, qualified GBV specialists
Ensure all affiliated accommodation providers comply with CQU GBV Policy/Procedure, including contractual obligations, reporting requirements, and restrictions on NDAs that could limit disclosures.	Residential Life / Legal / Governance	Underway Q4 2025; Implement Q1 2026; ongoing	Compliance matrix, legal framework, contract templates
Maintain robust data collection, monitoring, and reporting for accommodation settings, including incident tracking, biannual resident surveys, institutional dashboards, and biannual/annual reporting to Council and Secretary.	Residential Life / RESPECT / Digital Services / HEPEO	From 1 Jan 2026; ongoing	Incident reporting systems, survey tools, governance templates, CAMMS compliance tracker
Submit annual report (by 30 June) on student accommodation ownership, control, and affiliation to Secretary.	Residential Life / Governance	First due June 2026	Develop reporting template and internal data process.

7. Outcomes Framework

The Outcomes Framework below defines the intended results of the Gender-Based Violence Prevention and Response Plan, with sub-outcomes, indicators, and measures to monitor impact and progress over time.

Outcome	Sub-Outcomes	Indicators	Measures (Impact / Progress)
1. Effective governance and a whole-of-organisation approach, prioritising safety and support in the prevention of and response to GBV	1.1 Governance structures clearly define responsibilities and oversight	Governance roles mapped and endorsed, cross-unit representation on committees	Documented Terms of Reference, annual Council reporting, Delegation register updated
	1.2 Policies and procedures are consistent, trauma-informed, and inclusive	% policies meeting trauma-informed criteria, student/staff feedback on clarity, integration of GBV risk into policy cycles	Policy audit results, Committee minutes, policy updates completed on schedule
	1.3 Leadership accountability for GBV prevention and response	% leaders completing annual GBV compliance and leadership training, existence of endorsed WOOPRP	PaC training records, WOOPRP endorsed and reviewed as required, documented improvements following data reviews
	1.4 Cross-unit collaboration and continuous improvement embedded	Frequency and quality of governance reporting, documented improvements from data review	Council and Secretary reporting completed on schedule, cross-unit improvements implemented
2. Environments are safe, and systems continuously improve to prevent and respond to GBV	2.1 Policies, systems, and data protocols integrate safety and prevention	Cross-system GBV reporting established and reported on quarterly, compliance with WWCC and GBV declarations	Quarterly reporting, PaC reports showing % staff with valid WWCC and GBV declarations
	2.2 Risks in workplaces, fieldwork, and placements are identified and mitigated	Evidence of risk mitigation processes in placements, residences, and fieldwork, # of placements with prevention protocols	Reduction in reported GBV-related incidents, compliance reports completed
	2.3 Whole-of-organisation policies are reviewed and updated for trauma-informed practice	Compliance with 3-year policy review cycle, trauma-informed updates	Policy reviews completed on schedule, documented improvements following review
	2.4 Systems monitor GBV incidents and trends	Frequency and quality of trend reports, dashboard updates	Quarterly cross-system trend reports presented to Committees (RESPECT/ARFC)
3. Build knowledge and capability to safely and effectively prevent and respond to GBV	3.1 Whole-of-organisation GBV education and training framework	Training participation and completion rates, LMS analytics, pre/post survey improvement	increased completion rates of respect training, pre/post-survey knowledge and confidence improvement
	3.2 Cultural and intersectional competence embedded in programs	% of training co-designed with First Nations / CALD / LGBTQIA+ staff/students, inclusion of trauma-informed content	Program design records, qualitative feedback collected, positive survey trends
	3.3 Continuous improvement through evaluation and feedback	Documented training review cycle, evidence of changes based on evaluation	Annual review reports, updated modules based on evaluation

Outcome	Sub-Outcomes	Indicators	Measures (Impact / Progress)
4. Responses and support services are safe and person-centred	4.1 Trauma-informed and survivor-centred response operationalised	% of service users reporting feeling 'safe and supported', # of support plans completed, use of disclosure tool	Service satisfaction survey, number of disclosures with support plans, increase in disclosure tool engagement indicating healthy reporting culture, trends stabilising over time
	4.2 Accessibility of services for all community groups		Accessibility audit completed, feedback from community groups
	4.3 Service quality continuously reviewed	Implementation of 3-year evaluation cycle, evaluation reports	Evaluations completed, improvement actions logged, reduction in re-traumatisation reports
	4.4 Clear separation of roles	Documentation of role separation between Discloser and Respondent support	Zero role conflicts reported, audits confirm compliance
	4.5 Engagement with reporting and referral tools	Usage metrics for reporting portals, complaints e-form, safer communities self-referral form, and disclosure tool, conduct referrals	Number of submissions via each tool, analysis of engagement trends, % increase/decrease over time
5. GBV responses are safe, timely, and procedurally fair	5.1 Clear, accessible, trauma-informed reporting pathways	Availability of multiple reporting channels including anonymous options	increased awareness of reporting options among stakeholders
	5.2 Investigations are fair, proportionate, and timely	% of cases completed within 45-day target, reasons for delay documented, # of matters formally investigated, # of outcomes, # of interim measures applied	≥90% investigations completed within timeframe, fewer procedural complaints, trend of investigations stabilising over time
	5.3 Governance oversight ensures consistency and procedural fairness	Existence of oversight body reviewing outcomes, quarterly GBV trends reported	Governance minutes, documented trend-based improvements
6. Use evidence to approach, measure change, and contribute to the national evidence-base	6.1 Systematic, trauma-informed data collection and analysis	Quarterly data submissions, cross-system reports active	Evidence of national reporting alignment, dashboards maintained on schedule
	6.2 Psychosocial and climate surveys as early indicators	Survey response rates, measurable positive change	Annual survey results, improvements documented
	6.3 Continuous improvement cycle institutionalised	Documented Data → Feedback → Action → Evaluation process	Inclusion in WOOPRP, evidence of policy/training adjustments linked to data

Outcome	Sub-Outcomes	Indicators	Measures (Impact / Progress)
7. Student accommodation is safe for all students and staff	7.1 GBV prevention and response protocols in all residences	% residences with safety plans, # staff trained	Residence audits, training logs, increased % staff trained
	7.2 Cultural safety and inclusivity strengthened	# workshops delivered, diversity of facilitators	Workshop records, participant feedback
	7.3 Safety and wellbeing continuously monitored	Resident survey results, incident trend analysis, # of risk assessments	Increased % residents feeling 'safe in residence', incident trends monitored
	7.4 Compliance and reporting across affiliated providers	# of affiliates under compliant agreements, annual report to Secretary	Governance register, 100% compliant providers, corrective actions tracked
	7.5 Amend or execute legally binding agreements with affiliated providers to meet all requirements of the national Code, with a focus on Standard 7. Including requirement to adopt CQU gender-based violence policies and procedures.	Evidence of amendment or legally binding agreements with affiliated providers.	Information sharing agreement in place

Gender -Based Violence (GBV) Prevention and Response Plan 2026-2030

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