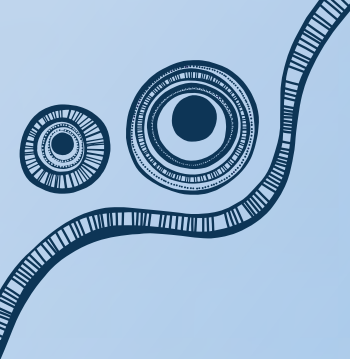


GENDER EQUALITY AND GENDER-BASED VIOLENCE PREVENTION AND RESPONSE PLAN



2026–2029





QUT acknowledges the Turrbal and Yugara, as the First Nations owners of the lands where QUT now stands. We pay respect to their Elders, lores, customs and creation spirits. We recognise that these lands have always been places of teaching, research and learning. QUT acknowledges the important role Aboriginal and Torres Strait Islander people play within the QUT community.

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Foreword from the Chancellor and Vice-Chancellor

QUT is committed to creating an environment where every person has the right to feel and be safe, and to be treated with respect, dignity and fairness. Central to this is our commitment to gender equity and to creating an equal, equitable and diverse teaching and research environment. Equally important is our commitment to preventing and responding to Gender-based Violence (GBV), which has no place in our community. Our work continues to be grounded in evidence-based prevention, trauma-informed response and sustained cultural change.

The introduction of the *National Higher Education Code to Prevent and Respond to Gender-based Violence* (the Code) represents a significant milestone for the Australian university sector. Whilst the Code strengthens the QUT framework for preventing and responding to Gender-based Violence, this work has long been a priority for QUT. As a signatory to the *2024 Universities Australia Charter Against Sexual Harm*, QUT acknowledges our significant role in creating safe environments, advancing research and sharing effective practices in prevention and support services. We are proud to present this *Gender Equality and Gender-based Violence Prevention and Response Plan*, which demonstrates our ongoing commitment to this critical work.

This plan builds on the university's longstanding commitment to gender equity and to preventing and responding to sexual harm. It integrates our previous *Sexual Harm Action Plan*, *Sexual Harassment and Sex or Gender-based Harassment Prevention Plan* and *Gender Equity, Diversity and Inclusion in STEMM Action Plan* into a unified, whole-of-organisation strategy that addresses all aspects of university life.

The work ahead requires us to be responsive to evolving legislation, regulatory frameworks and evidence-based practices, while remaining flexible and meeting the diverse needs of our community. It requires every member of our community to play an active role in creating and maintaining a culture of safety and respect.

Our sincere thanks to the many people who have contributed their time, expertise—and in some cases personal experience—to help this plan come together. We acknowledge the courage of victim-survivors who continue to inform our work and we honour their resilience.



Professor Margaret Sheil AO
Vice-Chancellor and President

A handwritten signature in white ink that reads "MSheil".



Anne Sherry AO
Chancellor (Chair)

A handwritten signature in white ink that reads "Anne Sherry".



Acknowledgement of victim-survivors

At QUT we recognise the courage and resilience of all victim-survivors and people who have experienced Gender-based Violence (GBV), including those within our community. QUT is dedicated to supporting victim-survivors and is actively working towards eliminating all forms of harassment, discrimination and violence within our university.

Support is available

Information on how to disclose or make a formal report of GBV is available in the *Gender-based Violence Prevention and Response Policy*.

QUT students can contact the Respect and Safety Partners (respectandsafety@qut.edu.au) for specialist support. Counselling and other wellbeing support is also available from QUT Student Services on 07 3138 2019. Further information is available on the [QUT HiQ page](#) (student only access).

QUT staff can find further information on the [Digital Workplace](#) (staff only access) as well as counselling services through the Employee Assistance Program provided externally by Assure Programs on 1800 808 374.

External counselling and support are also available by 1800 RESPECT, DV Connect on 1800 811 811 and for Aboriginal and Torres Strait Islander people on 13 YARN.

Content note and terminology

This *Gender Equality and Gender-based Violence Prevention Plan* (the Plan) does not detail specific information or reports but it does contain information relating to GBV which includes sexual assault and sexual harassment, along with domestic and family violence.

With the introduction of the *National Higher Education Code to Prevent and Respond to Gender-based Violence* (the Code), QUT is strengthening our commitment to safety, respect and equity for all people in our community.

We acknowledge both the universal nature of the commitment to end GBV and that diverse viewpoints, beliefs and philosophical positions relating to this work exist. This plan has been developed in accordance with the requirements of the Code. Accordingly, QUT will now use the term **GBV** rather than **sexual harm** for strategic planning and governance related to prevention and response.

GBV means 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^{1,2}.

This includes but is not limited to:

- physical violence or abuse
- sexual violence, abuse or harassment
- sex-based harassment
- emotional or psychological abuse
- verbal abuse or threats
- economic or financial abuse
- stalking or monitoring
- intimate partner violence
- family and domestic violence
- technology-facilitated abuse
- coercive control
- sexual trafficking
- reproductive coercion
- female genital mutilation
- forced medical interventions
- forced marriage
- a pattern or patterns of abusive behaviour¹.

Importantly, QUT acknowledges that almost all forms of interpersonal violence, irrespective of the gender of the person using violence, are shaped at least to some extent by gendered drivers of violence (refer to the drivers on page 8). But not all forms of violence, harassment, abuse or threats should be considered GBV.

Furthermore, we recognise the various complexities and the evidence-base which demonstrates the impact associated with this language. This includes under-reporting, particularly with respect to more socially-accepted behaviours like inappropriate jokes and comments. We also recognise the challenges GBV terminology poses to the perpetuation of binary notions of gender and sexuality, which risk marginalising people of diverse genders and limits the impact to addressing related forms of violence, such as gender identity discrimination.

QUT acknowledges the importance of viewing interpersonal violence through an intersectional lens and endeavours to take a holistic approach in our prevention and response work. This plan therefore includes actions to address violence, particularly the shared drivers of violence against women, Indigenous Australians and culturally and linguistically diverse communities, people with disability and people of diverse sexual orientation and gender identities.



Overview

At QUT, we are committed to creating an environment where every person has the right to feel and be safe and to be treated with respect, dignity and fairness.

This plan builds on the university's program of work and activities undertaken in previous years, integrating our (i) *Sexual Harm Action Plan*, (ii) *Sexual Harassment and Sex or Gender-based Harassment Prevention Plan* and (iii) *Gender Equity, Diversity and Inclusion in STEMM Action Plan* to align with the Code and emerging evidence about effective prevention and response to GBV.

Contained within this plan is an overview of our approach to governance, the drivers, risks and controls for GBV, community engagement, implementation of the Code, reporting and evaluation, and the actions QUT commits to delivering in 2026 and 2027 to further address gender equity and GBV in our community.

Governance, leadership and policy

Legislative context and strategic framework

For nearly a decade, Australian universities have been working to address sexual assault and sexual harassment in our communities—implementing initiatives to strengthen awareness, provide training and education, enhance support and establish effective governance, monitoring and reporting to address these priorities. Extensive governance requirements are in place for the sector, with numerous standards, guides and/or legislative instruments of relevance. This includes the Wellbeing and Safety Threshold Standards set out in the *Higher Education Standards Framework (Threshold Standards) 2021* and *Work Health and Safety (Sexual Harassment) Amendment Regulation 2024* which details concurrent employer obligations to prevent and respond to sexual harassment and sex or gender-based harassment.

The Code, in effect from 1 January 2026, outlines seven interconnected standards requiring universities to:

- demonstrate accountable leadership and governance
- create safe environments and systems
- build community capability
- deliver person-centred support
- implement safe processes
- use data evidence to measure impact
- ensure safe student accommodation.

The Plan has been developed to ensure our legislative obligations are met, maintaining continuous monitoring with regular reporting to QUT Council and annual reporting to

the Department of Education, while embedding live review cycles for policy, training and enterprise risks. Expertise in student and staff safety and wellbeing is embedded in the skills and experience of select Council members to ensure appropriate governance and oversight of GBV matters.

Importantly, this plan reflects a broader commitment to equity, diversity, inclusion and social justice—creating environments at QUT where diverse staff and student communities are safe, thrive and belong. This commitment is embedded in the *Connections – the QUT Strategy 2023 to 2027*, as well as other corporate strategies and enabling, operational and action plans.

Implementation of the Code

To implement the Code, QUT has established a Gender-based Violence Working Group consisting of representatives from the Office of the Vice President People and Chief People Officer, Office of the University Registrar, Human Resources, Equity, QUT Governance, Digital Business Solutions, Student Services, Office of the General Counsel, Communication and Government Relations.

QUT has prioritised requirements requiring implementation by 1 January and has progressed implementation across several key areas including:

- development of the *Gender-based Violence Prevention and Response Policy*
- development of this *Gender Equality and Gender-based Violence Prevention and Response Plan*
- exploration of a new triage and reporting system
- preparation of learning plans and scoping of training programs aligned with the Code requirements for students, staff, leadership and staff in specific roles with specific responsibilities



- review of processes to manage declarations and collect information about allegations or determinations of GBV during employee engagement processes
- development of communication and awareness strategies to engage the QUT community in the implementation of the GBV code and promote understanding of reporting pathways and available support services
- additional resourcing to support the continued implementation and ongoing management of the requirements under the Code.

The Working Group will continue to implement the requirements of the Code and establish ongoing operational processes (including reporting) within relevant teams/organisational areas, to support its effective function across QUT.

Whole-of-organisation approach

The Code introduces a **whole-of-organisation** approach to preventing and responding to GBV. At QUT, we are informed by the ten areas outlined by the Code as well as the Educating for Equality model², to address GBV prevention and response using key levers and taking actions across all our domains—student life, teaching and learning, research, work environments and all aspects of our operations. Led by QUT Council and Executive Leadership, every member of the QUT community—staff and students—plays a part in creating and maintaining a safe, respectful environment.

Additionally, the whole-of-organisation approach enforces both proactive prevention and continuous evaluation in accordance with the *Information Privacy Act 2009* (Qld) and the *Public Records Act 2023* (Qld). Records created or received in the implementation of the Plan will be managed and captured in QUT approved record keeping systems and

retained and disposed of in accordance with the *Records Governance Policy* and Queensland State Archives retention and disposal schedules.

Policy integration

QUT has developed a Gender-based *Violence Prevention and Response Policy* that establishes how we prevent, respond to and address GBV across QUT. This policy brings together requirements from the Code and interconnects with other relevant QUT policies to create a comprehensive framework to prevent and respond to GBV.

Resourcing and advisory support

Led by the People Services Portfolio and working collaboratively across the university, QUT resources education and training programs, awareness campaigns and other initiatives to build knowledge on the underlying drivers for the prevention of GBV.

Additionally, QUT has dedicated systems and specialist staff to receive and manage **Disclosures** and **Formal Reports** of GBV in a trauma-informed, person-centred and culturally safe manner. The specialist staff work collaboratively with Disclosers and Respondents to understand their views, as well as to develop and implement tailored support plans that address safety, wellbeing and academic or workplace needs.

Further information can be found at qut.edu.au/about/governance-and-policy/report-a-concern

From January 2026, the QUT Sexual Harm Operational Working Group will also be replaced with a Gender Equality and Gender-based Violence Advisory Group, including specialist staff, academic experts and QUT community members with lived experience, particularly people who disproportionately experience GBV.

Drivers, risks and controls

Drivers

QUT recognises there are key drivers related to GBV. See details on Our Watch³ for further information. Addressing these drivers through prevention mechanisms are essential to delivering on the university's commitment to safety, respect, dignity and fairness.

Whole-of-organisation assessment

Our organisational environment requires our people to regularly collaborate and engage in work, research, teaching and learning related activities to deliver our services. Additionally, our environment involves student interaction and collaboration as part of research, learning and using QUT spaces.

GBV can occur across various university environments—from day-to-day campus activities to off-campus placements, physical spaces to digital platforms, and within supervision—peer, and intimate partner relationships.

Key risk factors

The understanding of key risks outlined in this plan has been informed by relevant QUT data, Sexual Harassment and Sex or Gender-based Harassment Risk Assessment (staff and students) and several external guides and frameworks^{4,5}, as well as an understanding that incidents of this nature are widely underreported.

Environmental and structural factors

Some environmental and structural factors that may increase risk for GBV include power imbalances, isolated or after-hours settings, alcohol-involved events and external placement environments.

Population-specific vulnerabilities

Based on sector-wide evidence and QUT data, women, Aboriginal and Torres Strait Islander people, international students, Higher Degree Research (HDR) students, students and staff with disabilities, LGBTIQ+ people and culturally and linguistically diverse students and staff disproportionately experience and often face unique forms of GBV.

Organisational factors

Varying levels of understanding of GBV across QUT means that it is important that we increase staff and students' ability to effectively intervene and refer to available supports. Referral pathways are varied and there are several IT systems used by specialist teams for referrals, appointments and case management impacting accessibility and timeliness.

Student accommodation

While QUT does not own, operate or manage student accommodation, the university recognises that student accommodation environments can present heightened risk factors for GBV.

Controls

QUT has a range of current control measures to manage risks of GBV for students, staff and the wider QUT community (refer Table 1). These control measures will continue to be reviewed in response to emerging risks, incident data, community feedback and sector best practice. In developing these controls, QUT has considered:

- the diversity of our workforce, student population and wider community
- hierarchical structures and power imbalances that can exist within academic, learning and professional environments
- the different physical, digital and off-campus environments and circumstances where GBV can occur
- the requirement to respond effectively when disclosures are made
- legal requirements and evidence-based knowledge
- the need to provide multiple support pathways so people can engage with someone they are comfortable with and who is in an appropriate position to support them.



Table 1. QUT controls for GBV risks

Controls for staff	Controls for students
<p>Implementation of policies</p> <ul style="list-style-type: none"> • Gender-based Violence Prevention and Response Policy • Equal Opportunity and Diversity Policy • Gender Equity Policy • Resolution Procedures for Sexual Harassment, Sexual Assault and Discrimination Related Complaints Policy • Code of Conduct (Staff) • Gender-equality and Gender-based Violence Prevention and Response Plan <p>Systems and processes</p> <ul style="list-style-type: none"> • Processes to assess student feedback and risk assessment to support staff receiving feedback—this includes filtering feedback for 'unacceptable comments' through machine learning applications and manual follow-ups • Student feedback processes for QUT staff • Risk management frameworks and processes including risk assessments <p>Supports</p> <ul style="list-style-type: none"> • Staff can be supported by their supervisor as well as specialist support available from Human Resources, Health Safety and Environment, and Equity • Additional support is also available through Your Call and the QUT Employee Assistance Program for managers and staff <p>Environmental systems and support</p> <ul style="list-style-type: none"> • Campus lighting • Campus CCTV • Security call points • QUT Security including 24/7 support and night safe transfer service • Safezone App <p>Training and awareness</p> <ul style="list-style-type: none"> • General required training—mandatory for all staff, completed every two years • Sexual Harassment and Sexual Assault: What are the drivers and how can staff respond? (ELMO Universities Australia) • Bystander • Unconscious Bias • Building Understanding of Psychosocial Hazards in the Workplace • Responding to Disclosures • Communication and awareness campaigns e.g. Respect Week • GBV training for leadership, staff and other relevant persons is currently being developed <p>Control measures for QUT-related activities at a venue off campus or when travelling</p> <ul style="list-style-type: none"> • Implementation of the travel policy • Host venue security/support staff • Risk assessment of travel activity (where a risk assessment is required) 	<p>Implementation of policies</p> <ul style="list-style-type: none"> • Gender-based Violence Prevention and Response Policy • Equal Opportunity and Diversity Policy • Gender Equity Policy • Resolution Procedures for Sexual Harassment, Sexual Assault and Discrimination Related Complaints Policy • Code of Conduct (Students) • Gender-equality and Gender-based Violence Prevention and Response Plan <p>Systems and processes</p> <ul style="list-style-type: none"> • Pre-work integrated learning WILS Agreement (Workplace Integrated Learning) with industry partners on student welfare issues • Risk management frameworks and processes including risk assessments <p>Supports</p> <ul style="list-style-type: none"> • Students have the ability to contact appropriate QUT staff members for support or to raise concerns—specialist support is available from Equity and Student Services <p>Work Integrated Learning (WIL) Placement (specific)</p> <ul style="list-style-type: none"> • Check-ins from work integrated learning supervisor as well as opportunity to reach out if needed • Support from WIL <p>Environmental systems and supports</p> <ul style="list-style-type: none"> • Campus lighting • Campus CCTV • Security call points • QUT Security including 24/7 support and night safe transfer service • Safezone App • Library risk assessment <p>Training and awareness</p> <ul style="list-style-type: none"> • Respect and Safety at QUT • Bystander • Communication and awareness campaigns e.g. Respect Week • GBV training for students in leadership positions, and other relevant persons is currently being developed <p>Control measures for QUT-related activities at a venue off campus or when travelling</p> <ul style="list-style-type: none"> • Implementation of the travel policy • Host venue security/support staff • Risk assessment of the travel activity (where a risk assessment is required)

Design, consultation and engagement

QUT has delivered many initiatives over several years related to the prevention and response to sexual harm. Our work and its evolution to GBV—as well as this plan—is underpinned by our QUT values, priorities and the below principles and engagement framework.

Principles

Whole-of-organisation and leader-led

We take a whole-of-institute approach with multiple strategies occurring at multiple levels, aligned to multiple levers. QUT leaders play a critical role in modelling respectful behaviour, challenging rigid stereotypes and addressing GBV through various communication channels and enabling prevention and response initiatives at the institutional level.

Trauma-informed and people-centred

The safety and wellbeing of the entire QUT community is a priority and every effort is made to design policies and processes which understand and recognise the impact of trauma, emphasise empowerment and choice where possible, and prevent further harm or trauma to any QUT person affected by GBV.

Evidence-based and evidence-building

QUT GBV policies, programs and practices are grounded in theoretical frameworks and contemporary scholarship while being informed by QUT community input, ensuring relevance and cultural responsiveness. We evaluate outcomes across the knowledge, affective and behavioural domains of our work to demonstrate impact, continuously improve and contribute to the GBV evidence-base.

Respectful and inclusive

We endeavour to incorporate intersectional and culturally-safe approaches to our prevention and response work, fostering safe environments where the QUT community feels valued and supported. This approach prioritises consideration of various identities and experiences, accessibility in all its forms, removing barriers and adapting to meet diverse needs—honouring lived experiences.

Timely and fair processes

We apply the principles of procedural fairness and natural justice and aim to resolve matters as soon as possible. All persons are to be treated with respect and impartiality at all stages of the process.

Role for men

Men have an important role in both personal and social change for gender equality and GBV—men are allies and bystanders. QUT acknowledges and wishes to build on the role of men in fostering non-violence and equality within QUT and in our community more broadly.⁶

Stakeholder consultation and engagement framework

QUT collaborated with students, staff and experts to develop the actions detailed within this plan—conducting three engagement sessions which focused on prevention of GBV, response to GBV and gender equity more broadly.

Invitations were extended to Student Guild leaders and representatives, the QUT Sexual Harm Operational Working Group (including academic experts), Work-Integrated Learning representatives, QUT Sport, faculty representatives, Student Ombudsman, Equity Committee members, LGBTIQ+ Working Party, QUT Pride Staff Network and key stakeholders from Student Services, Human Resources, Equity and Health Safety and Environment.

To inform the development of evidence-based actions grounded in both QUT data and sector best practice, several papers and resources, as well as available data for staff and student matters from the first half of 2025 were provided to attendees.

Following the targeted consultation sessions, QUT undertook university-wide consultation in October 2025 with all staff and students. This provided an opportunity for all QUT community members—including those with lived experience of GBV—to contribute to the Plan.

QUT is committed to establishing feedback mechanisms to ensure the voices of students, staff and QUT community members who are disproportionately disproportionately affected by GBV, and people with lived experience continue to inform our prevention and response work. This includes ongoing engagement through the Gender Equality and Gender-based Violence Advisory Group, feedback from people who access support services and participant evaluation of prevention education and training programs.



Priority actions for 2026 and 2027

Aligning our practice to ensure compliance with the Code is a priority focus for QUT, particularly the requirements relating to training, response, data and reporting.

The actions below reflect additional initiatives QUT commits to delivering over the coming two years, beyond

the compliance requirements of the Code. Actions have been selected with consideration of the four domains of the health promotion framework referenced in the Universities Australia *Primary Prevention of Sexual Harm in the University Sector: Good Practice Guide*⁹ and reflect our environment and the experiences and expertise of the QUT community.

As with this plan, the progress of these actions will be monitored and overseen by QUT Council with regular updates made. Additional actions or revisions to these actions may also occur throughout the two-year period.

Actions: Gender equality		
Domain	Action	Led by
Learning and teaching	By the end of 2027, conduct an analysis of the Evaluation Framework implemented in 2021 to assess any potential bias in student evaluations, implementing improvements.	Student Success and Teaching Advancement (Education Portfolio)
Workplace	Conduct a survey of STEM staff to collect current quantitative and qualitative data on gender equity and intersectional issues, barriers and opportunities.	Equity (People Services)
	Develop specific gender equity representation targets for staff and/or HDR candidates, which are embedded into STEM Faculty Leader CP+ plans.	Executive Deans of Science, Engineering and Health
	Develop a guide for School Manager and Unit Coordinators on bias in appointments of sessional staff.	Equity (People Services)
	Design and deliver programs which increase male uptake of primary carers leave and other flexible work arrangements.	Equity (People Services)
	Seek to enhance provisions in the Enterprise Agreements relating to parental leave.	Human Resources (People Services)
	Explore the ability to incorporate intersectional data into the QUT Gender Equity Dashboard.	Data and Analytics (Digital Business Solutions)
	Investigate opportunities for a gender lens to be applied to academic workload allocations.	Provost
Research	Utilise the QUT gender equity impact assessment tool for policies and protocols related to research, research training and other research endeavours (including those relevant to funding opportunities and research student supervision).	Office of the Deputy Vice-Chancellor and Vice-President Research
	Utilise and investigate measures to improve levels of women HDR enrolment in identified underrepresented disciplines. This includes targeted recruitment and assessment processes, as well as top-up scholarships and mentoring partnerships to support success and transition to early career academia.	Executive Deans of Science, Engineering and Health
Business and operations	Utilise the QUT gender equity impact assessment tool across the university to identify and mitigate potential negative impacts of new and existing policies, programs, initiatives and services on women and gender diverse staff and students.	Equity (People Services)

Actions: Preventing GBV		
Domain	Action	Led by
Workplace	Review information in the QUT LGBTIQ+ Awareness module and Ally training, relating to the drivers of violence against LGBTIQ+ people.	Equity (People Services)
	Develop and implement a staff sponsorship program for the QUT Graduate Diploma in GBV Prevention and Response.	Equity (People Services)
	Design and deliver awareness campaigns for staff and students on respectful behaviour, GBV prevention and available support.	Communication and Government Relations (Engagement)
	Within the mandatory prevention training for staff, develop and embed self-reflection tools relating to use of violence, including microaggressions.	Equity (People Services)
	Deliver a QUT-specific bystander program.	Equity (People Services)
Learning and teaching	Review the content of the broader suite of the QUT Academy of Learning and Teaching (QALT) modules to strengthen elements promoting gender equity and prevention of GBV.	Student Success and Teaching Advancement (Education Portfolio)
Business and operations	Within proposal documents for external partners and early discussions, incorporate or communicate QUT values including our commitment to prevent and respond to GBV with the intention of fostering partnerships with organisations who actively promote safe and respectful communities.	Alumni and Engagement
	Embed GBV prevention and response requirements into QUT standard contracts and terms and conditions for all agreements (including procurement and industry partnerships). Incorporate GBV due-diligence questions into QUT standard Request for Quotation (RFQ) and Request for Offer (RFO) documents.	Finance Support Services
	Update the QUT Sexual Harassment and Sex or Gender-based Harassment Risk Assessment (staff and students), to GBV risk assessments ensuring alignment to the Code domains and that all members of the community are considered including those who are disproportionately affected.	Health, Safety and Environment (People Services)
	QUT maintains agreements with Affiliated Student Accommodation Providers and will work collaboratively with current and proposed providers to ensure relevant code obligations are met.	Student Services (People Services)
Student life	Map key student events/periods for providing targeted information, integrated into existing materials or processes, on reporting GBV and available supports.	Student Engagement (Digital Business Solutions)
Learning and teaching	Ensure policies, reporting processes and support services are clearly accessible on the HiQ website (students) and the Digital Workplace (staff) and student intranets.	Communication and Government Relations (Engagement)
	Develop and pilot a GBV prevention program integrated into a unit, where completion contributes to the overall unit mark.	School of Justice (Faculty of Creative Industries, Education and Social Justice)
Research	Develop a HDR supervisor program for addressing the drivers and essential actions to prevent GBV and embed into the new HDR Supervisor Accreditation Framework.	Graduate Research, Education and Development

Actions: Preventing GBV		
Domain	Action	Led by
Not applicable	Embed into related education/training pre and post evaluations which measure awareness of and trust in QUT GBV response policy and processes.	Equity (People Services)
	Measure the effectiveness of GBV risk assessments and support plans which are developed by QUT who support students or staff.	Office of the University Registrar
	Develop a list of preferred external providers for the investigation of formal reports of GBV, who meet the requirements of the Code and have competency working with key intersectional cohorts and young people.	Human Resources and Equity (People Services)
	Develop a capability program to create a network of trained staff embedded with faculties and departments to receive disclosures who are also trained in diversity and inclusion, GBV prevention and anti-discrimination.	Equity (People Services)
	Improve existing practices to collect feedback relating to (i) service provision which provides multiple modes for feedback to be collect and covers the full process and (ii) captures data on why disclosures or formal reports not made.	Office of the Chief People Officer (People Services)
	Promote QUT and external support services through targeted campaigns and evergreen digital content for diverse cohorts (domestic, international, HDR).	Communication and Government Relations (Engagement)
	Develop guidance around role and area responsibilities in the management of complex cases.	Office of the University Registrar
	Introduce a post-resolution process follow-up with student responding parties, which focuses on providing further support.	Equity (People Services)
Implement a structured, ongoing professional development program relating to vicarious trauma and compassion fatigue for key professional and academic staff positions.	Health, Safety and Environment (People Services)	



Reporting, evaluation and review

QUT is committed to evidence-based decision-making through robust data and information collection, evaluation, governance and demonstrated continuous improvements. QUT will establish secure, trauma-informed data systems to collect, de-identify and report on GBV prevention and response. We will systematically monitor service performance, evaluate programs (including training and awareness campaigns), action items progress and benchmark against sector best practices to address gender inequities and prevent GBV. Through timely, accurate and transparent reporting to the governing body, the Department of Education and publicly, QUT will meet our reporting requirements outlined in the Code, enhance accountability, demonstrate impact and enable informed strategic decisions.

QUT will, in complying with the Code, provide de-identified information in accordance with the *Information Privacy Policy*, *Information Privacy Act 2009 (Qld)*, schedule 3 *Queensland Privacy Principles* and the *Right to Information Act 2009 (Qld)*, which provides for the fair collection and handling of personal information by Queensland public agencies. We will further maintain sustainable and compliant recordkeeping practices that align with the *Public Records Act 2023 (Qld)* and institutional objectives.



Outcomes framework

Our outcomes framework is designed to track, measure the effectiveness and make improvements to all work relating to preventing and responding to GBV at QUT. This includes the requirements contained within the Code, the priority actions listed in this plan and other related work undertaken across QUT.

Key outcomes

Gender equality

- Enhanced gender equity workforce and workload data, measured by improvements to gender reporting across university domains and incorporation of intersectional data.
- Enhanced understanding of current challenges facing women in STEMM, measured through completion of the internal survey, related actions identified and implemented and feedback from key roles and STEMM women.
- Improved gender gap in targeted areas, measured by an increase in the representation of (i) women and gender diverse staff in STEMM and (ii) women and gender diverse HDR candidates to 2025.
- Continued focus on addressing the gender pay gap and delivering QUT gender equity programs, measured by the ongoing completion of QUT staff pay data, continuous improvement of program and their funding and implementation of associated recommendations.
- Gender equity is embedded in policies and procedures, services and programs, measured by the number of gender impact assessments completed.
- Increased understanding of gender inequalities in the QUT student cohort, focused on engagement in student events/activities/clubs and representation in student leadership positions.
- Increased avenues for career and professional development for women and gender diverse students, measured by the introduction of new resources and/or programs, the degree to which these are peer-led and feedback from students.
- Improved supports for staff who are parents and carers, measured by improvements made to entitlements, support resources/programs delivered and an increase in the uptake of parental leave provisions from male staff.

Governance and leadership

- Accountability for compliance with the Code, measured by regular reports to QUT Council and other QUT committees.
- Inclusion of relevant expertise on safety and wellbeing within leadership structures.
- Staff and student perceptions of feeling safe at QUT.

Prevention and education

- Increased student and staff awareness of GBV, respectful relationships and consent (students only), active bystander behaviours, measured via training attendance, feedback and demonstrated learning outcomes.
- Implementation of ongoing, evidence-informed prevention communication for all community members.

Response and support

- Increased awareness and trust in support and reporting services and processes by staff and students, evidenced by an increase in disclosures and formal reports and reported confidence to make referrals.
- Safe, trauma-informed and person-centred support services, assessed through continuous feedback loops, service usage data, service feedback and evaluations.
- Timely development and implementation of tailored support plans for Disclosers and Respondents.

Safe environments and systems

- Policies, procedures and programs align with the Code requirements, measured through feedback provided and implemented from the department.
- Recruitment practices and declarations in line with the legislation.
- Risk assessments and safety planning strategies are implemented to provide a safe working and learning environment for Disclosers and Respondents in matters measured by anecdotal feedback.
- Accessible, anonymous and multiple pathways for disclosures and formal reports, monitored by reporting channel usage.

Response processes and timelines

- Safe and timely handling of disclosures, formal reports and disciplinary processes, measured by time to resolution and discloser satisfaction.
- Transparent notification and updates to all parties regarding outcomes.

Data, evaluation, and impact

- Robust collection and analysis of de-identified data on incidents, types, locations, demographic information and outcomes of disclosures and formal reports.
- Six-monthly/annual reporting and ongoing use of data to inform policy, systems and service improvements.
- Monitoring rates of reporting, feedback on support provision, implementation of systemic changes and awareness of policies and services.

Student accommodation

- Application of all relevant requirements to QUT-affiliated student accommodation, measured by internal audits.

Glossary

Term	Definition
Discloser	A person who has shared information about their experience of Gender-based Violence (GBV). It includes a person who could potentially be considered a Discloser.
Disclosure	The provision of information about a person's experience of GBV to a Provider by the Discloser or another person ¹ .
Formal report	The provision through formal reporting channels of information about their experience of GBV by a Discloser to a Provider, which requires the Provider 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 ¹ .
Gender-based Violence (GBV)	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 ¹ .
Gender equality	Occurs when there are equal outcomes for women, men and gender-diverse people ⁷ .
Gender equity	The process of being fair to women and men. To ensure fairness, strategies and measures must often be available to compensate for women's historical and social disadvantages that prevent women and men from otherwise operating on a level playing field ⁷ .
Respondent	A person whom it is alleged has engaged in conduct that amounts to GBV. It includes a person who could potentially be considered a Respondent.
Sexual harm	Any unwanted behaviour of a sexual nature. Sexual harm includes sexual assault, rape, sexual harassment, sex-based harassment and any other unwanted sexual behaviour, whether online or in person. The harm may result in a person feeling uncomfortable, frightened, distressed, intimidated, or harmed either physically or psychologically ⁸ .
Gender identity discrimination	<p>Under the <i>Anti-Discrimination Act</i>, gender identity means a person's internal and individual experience of gender, whether or not it corresponds with the sex they were assigned at birth. It includes a person's:</p> <ul style="list-style-type: none"> • personal sense of their body; and • if freely chosen, modifications of their bodily appearance or functions by medical, surgical or other means; and • other expressions of their gender, including name, dress, speech and behaviour. <p>Discrimination can be direct or indirect.</p> <p>It is also unlawful to discriminate against a person because of their association with or relation to a person identified on the basis of their gender identity—such as a friend, family member or co-worker.</p> <p>Discrimination based on gender identity can include verbal insults, threats, intimidation and violence¹⁰.</p>



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