

 BOND UNIVERSITY	GENDER-BASED VIOLENCE PREVENTION AND RESPONSE PROCEDURE
Endorsing Policy	Gender-based Violence Prevention and Response Policy
Procedure Owner	University Registrar
Contact Officer	Staff: Chief People Officer Students: Director, Student Success & Wellbeing
Approval Authority	University Registrar
Date of Next Review	December 202

1. PURPOSE AND OBJECTIVES

Informed by the [National Higher Education Code to Prevent and Respond to Gender-based Violence 2025](#) (National Code) and the Bond University Whole-of-Organisation Gender-based Violence Prevention and Response Plan, this Procedure details the institutional framework for building and sustaining a culture of safety, respect and inclusion at Bond University. It prioritises both the prevention of [Gender-based Violence](#) and responses to such violence that are safe, [Person-centred](#) and [Trauma-informed](#), consistent with the principles outlined in the Gender-based Violence Prevention and Response Policy.

2. AUDIENCE AND APPLICATION

This Procedure applies:

- to all members of the [Bond Community](#) including [Students](#), [Leadership](#), [Staff](#), [Affiliated Organisations](#), and entities that conduct activities on behalf of Bond University; and
- in all circumstances and contexts in which Gender-based Violence is experienced or engaged in by Students or Staff of the University, regardless of where the Gender-based Violence occurs.

For the avoidance of doubt, all references in this Procedure to ‘Bond University’, ‘the University’ or ‘Bond’ include the activities of Bond University College, Bond Brisbane, Bond University-BBT (Business Breakthrough), Bond University Student Housing, and Bond University Sport Clubs.

This Procedure should be read in conjunction with the Gender-based Violence Prevention and Response Policy, the [Anti-Discrimination and Anti-Racism Policy](#), and other policies and procedures that address behavioural standards and conduct expected at Bond University (refer to clause 16).

The [Working with Children Policy](#) sets out additional obligations relating to the protection of persons under 18 years of age.

3. ROLES AND RESPONSIBILITIES

Role	Responsibility
University Council	<ul style="list-style-type: none"> Receives and reviews biannual reports against the outcomes framework of the University’s Whole-of-Organisation Gender-based Violence Prevention and Response Plan, including de-identified data on incidents of Gender-based Violence experienced by Students and Staff together with any trends in the data.
University Registrar	<ul style="list-style-type: none"> Convenes the Safer Communities Response Team.
Safer Communities Response Team (SCRT)	<ul style="list-style-type: none"> Operationalises the University’s response to incidents of Gender-based Violence including receiving Disclosures and Formal Reports, undertaking initial risk assessments, and determining pathways of response.
Student Transition, Wellbeing & Safety Committee	<ul style="list-style-type: none"> Maintains and manages standing item regarding biannual reports of de-identified data on Student-related incidents of Gender-based Violence and the University’s actions by way of prevention and response, including identification of trends in the data and evaluation of actions taken. Receives and reviews safety audits of Student-related services and facilities.
Work, Health & Safety Management Committee	<ul style="list-style-type: none"> Maintains and manages standing item regarding biannual reports of de-identified data on Staff-related incidents of Gender-based Violence and the University’s actions by way of prevention and response, including identification of trends in the data and evaluation of actions taken. Receives and reviews safety audits of Staff-related services and facilities.

4. PREVENTION OF GENDER-BASED VIOLENCE

4.1 Education and Training

Bond University is committed to offering education and training to support the prevention of Gender-based Violence and will undertake regular monitoring and evaluation of these initiatives.

4.1.1 Comprehensive Prevention Education

- a) Ongoing, comprehensive prevention education and training will be provided to Students, Leadership and Staff with the aim of strengthening institutional knowledge and capability over time by addressing:
 - what constitutes Gender-based Violence;
 - the factors that drive and contribute to Gender-based Violence including factors relevant to the University's operating context;
 - the impact of [Intersectionality](#), particularly among groups that are disproportionately affected by Gender-based Violence;
 - healthy, respectful and safe relationships, and the role of [Consent](#);
 - power dynamics in Gender-based Violence;
 - support services, resources and reporting channels available to those who have experienced Gender-based Violence; and
 - [Ethical Bystander](#) and compassionate responses to Disclosures and Formal Reports.
- b) All prevention education and training will be:
 - evidence-informed and align with current best practice in Gender-based Violence prevention;
 - Trauma-informed in its content and delivery;
 - adapted to the Bond Community and context;
 - culturally appropriate;
 - inclusive and accessible to those with disabilities;
 - designed to support ongoing learning;
 - structured to safely manage any Disclosures that may arise during the education and training (by providing information about internal and/or external support services and available reporting channels); and
 - developed with Students, Staff, people who have experienced Gender-based Violence, groups disproportionately affected by Gender-based Violence, and experts in Gender-based Violence prevention.

4.1.2 Responding to Disclosures

Specialised education and training on responding to Disclosures, developed in consultation with experts in the field, will be provided annually to Student leaders, Leadership, Staff (including those in [Student Accommodation](#)), and Student [Residents](#) that addresses:

- Person-centred and Trauma-informed approaches to responding to Disclosures;
- the effects of trauma on a person's behaviour, memory, health and wellbeing;
- the needs of all members of the Bond Community, particularly groups that are disproportionately affected by Gender-based Violence; and
- safe management of any Disclosures that may arise during the education and training (by providing information about internal and/or external support services and available reporting channels).

4.1.3 Dealing with Formal Reports, Investigations and Disciplinary Processes

Specialised training will be provided at least every three years to Staff involved in responding to Formal Reports, conducting investigations, or determining disciplinary processes that addresses:

- the types, patterns and effects of Gender-based Violence;
- the nature and impact of coercive control;
- risk and protective factors for experiencing Gender-based Violence;
- how Gender-based Violence is experienced by different groups of people;
- the effects of trauma on a person's behaviour, memory, health, and wellbeing;
- Person-centred and Trauma-informed approaches to responding to people who have experienced or engaged in Gender-based Violence;
- working effectively with diverse cohorts including First Nations people, culturally and linguistically diverse communities, people with disability, and people of diverse sexual orientation and gender identity;
- handling Disclosures and Formal Reports;
- taking and recording statements; and
- [Procedural Fairness](#).

4.2 Safe Environments

The University will provide safe physical, digital, and social environments for Students and Staff through:

- regular safety audits of its services and facilities including [Student Accommodation](#);
- accessible support services; and
- appropriate lighting and security measures on University grounds.

4.3 Data Collection and Monitoring

The University will collect data relating to Disclosures and Formal Reports of Gender-based Violence on a de-identified basis for the purposes of:

- understanding the nature and prevalence of Gender-based Violence in the Bond Community;
- identifying, monitoring and responding to trends and risks relating to Gender-based Violence including the effects of Intersectionality;
- measuring the impact of and informing ongoing improvements to Bond's prevention and response initiatives;
- providing biannual reporting to University Council;
- contributing to the national evidence base; and
- reporting to Government as required.

5. MAKING A DISCLOSURE OR FORMAL REPORT OF GENDER-BASED VIOLENCE

[Disclosure](#) refers to the sharing of information with another person at the University about an experience of Gender-based Violence. A person who makes a Disclosure will generally be seeking advice, information and/or support, and may or may not want to make a Formal Report. The University supports an individual's autonomy in this regard, subject to the requirements of clause 5.5.1.

[Formal Report](#) refers to the provision through formal reporting channels of information to the University about an experience of Gender-based Violence in the expectation that, in addition to offering and providing support services, the University will investigate the matter and initiate a disciplinary process where appropriate.

Where necessary, the University will distinguish information received about an experience of Gender-based Violence as either a Disclosure or Formal Report.

The University provides multiple channels (i.e. in person, email, phone, and online) for individuals to make a Disclosure or Formal Report, including on an anonymous basis. While anonymity may limit the capacity of the University to respond, reasonable and proportionate action will still be taken.

5.1 Emergencies

In cases of emergency or immediate danger, phone:

- Bond University Security: 5595 1234 (Main Campus) or 5595 1612 (Bond Institute of Health & Sport)
- Queensland Police Service: 000

Refer to the University's [Emergency Contacts](#) webpage for additional contact points in an emergency.

5.2 Students

Students who experience Gender-based Violence may disclose or formally report this as follows:

In person	Visit: <ul style="list-style-type: none">▪ Medical and Health Service, Building 9, Level 1 (Campus Map)▪ Student Success Advisors, BondConnect Hub, Building 9, Level 1 (Campus Map)▪ Bond University Security, Building 10, Level 1 (Campus Map)
Email	integrity@bond.edu.au
Phone	Bond University Security <ul style="list-style-type: none">▪ 5595 1234 (Main Campus)▪ 5595 1612 (Bond Institute of Health & Sport)
Online	BondCare online portal
Anonymously	BondCare online portal

Students may disclose or formally report another person's experience of Gender-based Violence via the above channels where the [Respondent](#) is a Student or Staff member of the University. Where possible, this should occur with the knowledge and agreement of the person who experienced the Gender-based Violence.

5.3 Staff

Staff members who experience Gender-based Violence may disclose or formally report this as follows:

In person	Visit: <ul style="list-style-type: none">▪ Medical and Health Service, Building 9, Level 1 (Campus Map)▪ People & Talent, Building 4b, Level 3 (Campus Map)▪ Bond University Security, Building 10, Level 1 (Campus Map)
Email	whs@bond.edu.au
Phone	Bond University Security <ul style="list-style-type: none">▪ 5595 1234 (Main Campus)▪ 5595 1612 (Bond Institute of Health & Sport)
Online	BondCare online portal
Anonymously	BondCare online portal

Staff may disclose or formally report another person's experience of Gender-based Violence via the above channels where the Respondent is a Student or Staff member of the University. Where possible, this should occur with the knowledge and agreement of the person who experienced the Gender-based Violence.

5.4 Others

Individuals who are not Students or Staff of the University may access the [BondCare](#) online portal to report an experience of Gender-based Violence where the Respondent is a Bond Student or Staff member.

5.5 Involvement of Police or other External Agencies

- a) Students and Staff who experience Gender-based Violence may report this to the Queensland Police Service (QPS) or other external agency (e.g. Australian Human Rights Commission, Fair Work Ombudsman), regardless of any decision to make a Disclosure or Formal Report to Bond. This does not preclude the provision of advice and support to the Student or Staff member by the University.

The QPS offers an [Alternative Reporting Options \(ARO\) online form](#) for individuals who wish to inform the police of what occurred but do not want a police investigation to ensue.

- b) Where a police investigation or legal proceeding is commenced in relation to an incident of Gender-based Violence that is also subject to a Disclosure or Formal Report to Bond, the University may:
- pause its processes until the police investigation or legal proceeding is finalised (although reasonable and proportionate action may still be taken by Bond to support safety and manage risk); or
 - proceed with its processes and take into consideration the outcome of the police investigation or legal proceeding if known.

5.5.1 Mandatory Reporting by the University

- The University has a mandatory reporting obligation to the QPS if the individual who experienced Gender-based Violence is a Student or Staff member under the age of 18 years.
- The University will also contact the QPS where evidence brought forward in relation to an incident of Gender-based Violence indicates that the safety of Students, Staff and/or the broader Bond Community may be in jeopardy. Such instances will invoke Bond's duty of care and the University reserves the right to identify risks and implement appropriate actions to ameliorate that risk to provide a safe study and work environment.
- Contact with the QPS will be managed by Bond University Security.

6. SAFER COMMUNITIES RESPONSE TEAM

Disclosures and Formal Reports of Gender-based Violence will be received and actioned by the [Safer Communities Response Team](#) (SCRT).

In this regard, the SCRT is responsible for operationalising the University's responses to Disclosures and Formal Reports under clauses 7 to 11. All responses will be safe, Person-centred and Trauma-informed.

7. SUPPORT SERVICES

The University prioritises the safety and wellbeing of all members of the Bond Community affected by incidents of Gender-based Violence, regardless of where the incident occurred, and facilitates access to support and advice as outlined below.

7.1 Support for Students

This includes:

- [Accessibility and Inclusion](#)
- Bond University Crisis Line: call 1300 359 504 or text 0485829136
- [Bond University Security](#)
- [Medical Clinic](#)
- [Student Counselling](#)
- [Student Wellbeing Services](#)

7.2 Support for Staff

This includes:

- [Bond University Security](#)
- [Diversity, Inclusion and Belonging](#)
- [Employee Assistance Program](#)
- [Medical and Health Service](#)
- [Staff Wellbeing and Support Services](#)

7.3 External Support Services

Referrals to external support services will be provided where appropriate.

7.4 Translation Services

The Australian Government Department of Home Affairs offers a free Translating and Interpreting Service ([TIS](#)) for those who prefer to receive information in another language.

7.5 Tailored Support for Student/Staff Disclosers and Respondents

- a) Two appropriately qualified Staff members will be assigned to each Disclosure or Formal Report received: one to support the Discloser and one to support the Respondent. To avoid any potential conflicts of interest, the same Staff member cannot support both the Discloser and the Respondent to the same Disclosure or Formal Report.
- b) A tailored support plan will be developed between the Discloser and their assigned Staff member as soon as practicable in line with the requirements of the [National Code](#). The plan may include [Safety Measures](#) and/or other academic or work adjustments necessary to support the Discloser in achieving their educational outcomes or at work. To the extent possible, [Disclosers](#) will not be required to repeat the content of Disclosures or Formal Reports multiple times to multiple people.
- c) A tailored support plan will be developed between the Respondent and their assigned Staff member as soon as practicable and in line with the requirements of the National Code. The plan may include Safety Measures and/or other academic or work adjustments necessary in the circumstances.

8. RESPONDING TO DISCLOSURES

8.1 Assessment

- a) All Disclosures will be:
 - subject to a risk assessment (refer to confidential Risk Assessment & Safety Planning Form) for the purposes of monitoring and managing any identified risks, and determining whether the University has an obligation to report the incident to the police in accordance with clause 5.5.1; and
 - assessed to facilitate access to appropriate support services (refer to clause 7).
- b) For Disclosures by or about a Resident or Staff member in Student Accommodation, a risk assessment will be undertaken within 48 hours of receiving the Disclosure that:
 - takes into account and seriously considers the views of the Discloser; and
 - determines any Safety Measures to be implemented, including relocation of the Respondent to alternative accommodation.

However, Safety Measures may be implemented immediately where this is necessary to ensure the safety of the Discloser, Residents and/or Student Accommodation Staff.

8.2 Pathways

- a) Multiple pathways are available for managing Disclosures, as follows:
 - a resolution that is implemented with the agreement of the Discloser and the Respondent;
 - the implementation of Safety Measures without progressing to an investigation;
 - a decision not to progress the Disclosure to an investigation in the specific circumstances; or

- a decision to progress the Disclosure to an investigation.

The applicable pathway will be determined by the University after considering the Discloser's preferences.

- b) The University has an obligation to progress a Disclosure to an investigation where this is necessary for the safety and wellbeing of Students and/or Staff. In these circumstances, the Discloser will be informed of this obligation and provided with advice and support as required.

9. RESPONDING TO FORMAL REPORTS

9.1 Assessment

- a) All Formal Reports will be:
 - subject to a risk assessment (refer to confidential Risk Assessment & Safety Planning Form) for the purposes of monitoring and managing any identified risks, and determining whether the University has an obligation to report the incident to the police in accordance with clause 5.5.1;
 - assessed to facilitate access to appropriate support services (refer to clause 7); and
 - referred for investigation, subject to the provisions of clause 11.1.
- b) Formal Reports by or about a Resident or Staff member in Student Accommodation will be managed in the manner outlined in clause 8.1.b.

9.2 Updates

The University is committed to providing reasonable updates to Disclosers and Respondents throughout the process of resolving Formal Reports, having regard to their preferences.

9.3 Withdrawal

A Formal Report may be withdrawn at any time by the Discloser who lodged it. While an investigation or disciplinary process that has already commenced will not cease, the University will respect the right of the Discloser to withdraw from any further participation.

9.4 Timeline

All actions relating to the resolution of a Formal Report (including investigation, any disciplinary process, and communication to the Discloser and Respondent) will be finalised within 45 business days following completion of the initial assessment process required by clause 9.1. Extensions to this timeline require approval from the University Registrar who must be satisfied that the extension is required in the relevant context.

10. SAFETY MEASURES

10.1 Implementation

The University may decide to implement [Safety Measures](#) on a case-by case basis in response to a Disclosure or Formal Report of Gender-based Violence. Where this occurs:

- Safety Measures will be reasonable and proportionate to the seriousness of the circumstances;
- the views of the Discloser will be sought and seriously considered;
- Safety Measures may be implemented immediately and may be ongoing until they are revoked or varied, or may apply for a specified period of time;
- those affected will be informed of the Safety Measures to be implemented; and
- Safety Measures do not constitute a penalty, and should not be interpreted as anticipating or revealing the outcome of any investigation.

10.2 Failure to Comply

Failure to comply with Safety Measures may result in disciplinary processes as follows:

- For students: in accordance with the [Student Code of Conduct Policy](#) and associated procedures.
- For Staff: in accordance with the [Staff Code of Conduct Policy](#) and associated procedures, or applicable instruments of appointment and/or contract terms.

11. INVESTIGATIONS

11.1 Obligation to Investigate

- a) The University is required by the National Code to investigate:
 - Formal Reports of Gender-based Violence where the Respondent is a Student or Staff member of the University, regardless of where the Gender-based Violence occurred; and
 - Disclosures of Gender-based Violence where this is necessary for the safety and wellbeing of Students and/or Staff (refer to clause 8.2.b).

- b) Notwithstanding the obligation outlined in clause 11.1.a, the University may be unable to proceed with an investigation if:
- there is insufficient information to enable an investigation to be conducted;
 - the Disclosure or Formal Report is lodged as an anonymous report; and/or
 - the Discloser does not wish the substance of the allegation to be made known to the Respondent.

Where possible in these circumstances, the University will inform the Discloser of its decision not to proceed with an investigation and will provide appropriate support and referral pathways.

11.2 Conduct of Investigation

- a) The University will notify the Discloser and Respondent in writing if an investigation is to be commenced. The notification will be made to both parties on the same day, with the Discloser notified first.
- b) Where the Respondent is:
- a Bond Student – the investigation will be conducted in accordance with the [Student Code of Conduct Policy](#) and associated procedures;
 - a Bond Staff member – the investigation will be conducted in accordance with the [Staff Code of Conduct Policy](#) and associated procedures;
 - both a Bond Student and Staff member – the University Registrar and Chief Operating Officer will determine the capacity in which the Respondent will be treated for the purposes of investigation;
 - not a Bond Student or Staff member – the University will support the Discloser within the bounds of its authority and provide them with referrals to relevant external agencies.
- c) If a report of Gender-based Violence has no connection to Bond University other than the status of the Respondent as a Bond Student or Staff member, the University will consider the safety and wellbeing of Students and Staff in determining the scope of the investigation.
- d) The University will not require a Discloser or Respondent to provide physical evidence relating to an alleged incident of Gender-based Violence.

11.3 Pathways after Investigation

Multiple pathways are available for managing Disclosures or Formal Reports after an investigation, as follows:

- a resolution that is implemented with the agreement of the Discloser and the Respondent;
- the implementation of Safety Measures without progressing to a disciplinary process;
- a decision not to progress to a disciplinary process; or
- a decision to progress to a disciplinary process.

The applicable pathway will be determined as an outcome of the investigation.

11.4 Notification of Investigation Outcome

Unless the Discloser requests otherwise, the University will notify the Discloser of the outcome of the investigation. If a disciplinary process is to be commenced, notification to the Discloser will occur on the same day the Respondent is notified.

12. DISCIPLINARY PROCESSES

12.1 Conduct of Disciplinary Process

- a) Where the Respondent is:
- a Bond Student – the disciplinary process will be conducted in accordance with the [Student Code of Conduct Policy](#) and associated procedures;
 - a Bond Staff member – the disciplinary process will be conducted in accordance with the [Staff Code of Conduct Policy](#) and associated procedures;
 - both a Bond Student and Staff member – the University Registrar and Chief Operating Officer will determine the capacity in which the Respondent will be treated for the purposes of the disciplinary process.
- b) Bond University applies a [Balance of Probabilities](#) standard of proof in disciplinary processes and ensures Respondents are provided with [Procedural Fairness](#).
- c) Any penalties imposed will be proportionate to the findings of the disciplinary process. This may include suspension or expulsion for Students, and termination of employment for Staff.

12.2 Notification of Disciplinary Process Outcome

Unless the Discloser requests otherwise, the University will:

- a) give written notice to the Discloser of:
 - the outcome of the disciplinary process, including penalties if relevant;
 - reasons for the outcome; and
 - rights to make an internal and/or external complaint, including to the [National Student Ombudsman](#) in Student cases; and
- b) ensure the Discloser and the Respondent are notified of the outcome of the disciplinary process on the same day.

13. APPEALS

13.1 Alerting the Discloser

If the University gives notice of the outcome of a disciplinary process to a Discloser, the University must also give written notice to the Discloser, within two business days of an appeal being lodged, of:

- the Respondent appealing a disciplinary decision; and
- the potential outcomes of the appeal.

13.2 Notification of Appeal Outcome

Unless a Discloser requests otherwise, the University will:

- a) give written notice to the Discloser of:
 - the outcome of the appeal, including penalties if relevant;
 - reasons for the outcome; and
 - rights to make an internal and/or external complaint, including to the National Student Ombudsman in Student cases; and
- b) ensure the Discloser and the Respondent are notified of the outcome of the appeal on the same day.

13.3 Timeline

Appeals will be finalised within 20 business days of receipt of the accepted appeal submission. Extensions to this timeline require approval from the University Registrar who must be satisfied that the extension is required in the relevant context.

14. INTERNAL REPORTING

Reporting against the outcomes framework of Bond's Whole-of-Organisation Gender-based Violence Prevention and Response Plan, including de-identified data on incidents of Gender-based Violence experienced by Students and Staff together with any trends in the data, will be provided to University Council on a biannual basis.

To this end, the Student Transition, Wellbeing & Safety Committee (STWSC) will monitor and report on de-identified data regarding Student-related incidents of Gender-based Violence as follows:

- the number and types of Disclosures made;
- the number and types of Formal Reports made;
- the number of Disclosures and Formal Reports reported to the police or other external agencies;
- action taken in response to Formal Reports, including the number progressed to a disciplinary process;
- the types of support provided by the University and the number of instances of each;
- the types of Safety Measures implemented and the number of instances of each;
- a summary of any patterns or trends that emerge from the data and any associated recommendations to inform the University's prevention and response initiatives; and
- any further statistics it considers necessary.

The STWSC will submit half-yearly reports to the University Management Committee, and the Vice Chancellor will provide the reports to University Council.

The Work, Health & Safety Management Committee (WHSMC) will monitor and report on de-identified data regarding Staff-related incidents of Gender-based Violence in a similar manner. Half-yearly reports will be submitted by the WHSMC to Council's Audit, Risk & Safety Committee which will then provide the reports to University Council.

15. DEFINITIONS, TERMS, ACRONYMS

Affiliated Organisation An organisation that uses the [Provider's](#) intellectual property in its name, marketing, recruitment, or governance documents.

Balance of Probabilities	Decisions made on the Balance of Probabilities require the decision maker to consider whether the evidence is sufficient to determine that the allegation is more likely to be true than not true.
Bond Community	For the purposes of this Policy, means Students , Staff , other workers, volunteers, Bond University Council members, alumni, official visitors, recognised individuals, honorary position holders, adjunct academic and support position holders, conjoint appointments, suppliers of academic placements or official suppliers of academic-related activity (including mentors), and anyone else contractually bound to comply with this Policy.
Consent	<p>Means voluntary agreement to the act or acts in question and to continue to engage in the act or acts. Voluntary agreement to engage in the activity or to continue to engage in the activity must be communicated through words or conduct.</p> <ul style="list-style-type: none"> ▪ Consent can only be freely and voluntarily given by a person with the cognitive capacity to do so. ▪ Consent can be withdrawn at any time during the act or acts in question. ▪ Consenting to a sexual activity with an individual or individuals does not mean that consent is given for another sexual activity with an individual or individuals, and consent only applies to each specific instance of sexual activity. ▪ Circumstances in which a person does not consent to an act or acts include: <ul style="list-style-type: none"> ○ the person is asleep or unconscious; ○ the person is incapable of consenting, such as where they are affected by alcohol or another drug; ○ the person submits to the act because of force or the fear of force; threats or intimidation; fear of harm; exercise of authority; or false or fraudulent representations about the nature or purpose of the act; or ○ the person submits to the act because of false or fraudulent representation of identity. ▪ Consent cannot be given by a person under the age of 16 years.
Discloser	A person who has shared information about their experience of Gender-based Violence.
Disclosure	The sharing of information about a person's experience of Gender-based Violence to the Provider by the Discloser or another person. Generally, the purpose of a Disclosure is to seek advice, information, or support.
Ethical Bystander	A person who witnesses an event that is disrespectful or harmful and chooses to intervene in a way that is safe and effective.
Formal Report	The provision through formal reporting channels of information about a person's experience of Gender-based Violence to the Provider by the Discloser or another person in the expectation that the Provider will 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, as required by the National Code .
Gender-based Violence	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. The term encompasses Sexual Harm .
Governing Body	The formally constituted governing body of the Provider for the purposes of the <i>Higher Education Standards Framework</i> (i.e. Bond University Council in the current context).
Grooming	Intentional behaviours that manipulate and control a child, as well as their family, kin, carers, other support networks or organisations, in order to perpetrate child sexual abuse. Grooming can occur online or in person.
Intersectionality	Refers to the way in which different aspects of a person's identity (e.g. gender, race, culture, disability, age, sexual orientation, and socio-economic status) may combine to heighten risk and impact of Gender-based Violence.

Leadership	The Governing Body of the Provider.
National Code	National Higher Education Code to Prevent and Respond to Gender-based Violence 2025
Person-centred	A Person-centred approach focuses on understanding an individual's needs and preferences, genuinely considering their wishes and the impact that decisions may have on them, and providing tailored support options.
Procedural Fairness	Procedural Fairness is concerned with the process used in decision making, rather than the outcome of a decision. It requires that the person who might be adversely affected by a decision should be notified of the key issues and given a reasonable opportunity to respond, and the decision maker should be impartial and make evidence-based findings.
Provider	The relevant higher education provider (i.e. Bond University in the current context).
Resident	A person who resides in Student Accommodation .
Respondent	A person whom it is alleged has engaged in conduct that amounts to Gender-based Violence.
Safer Communities Response Team (SCRT)	<p>Comprised of the University Registrar (convenor), Chief People Officer, Director Student Success & Wellbeing, and Head of Campus Security, the SCRT is responsible for coordinating the University's response to Disclosures and Formal Reports of Gender-based Violence.</p> <p>Other Staff members may be included in the SCRT at the discretion of the University Registrar.</p>
Safety Measures	<p>Arrangements or adjustments deemed necessary on a precautionary, supportive or protective basis when a Disclosure or Formal Report is made.</p> <p>Examples of Safety Measures include but are not limited to:</p> <ul style="list-style-type: none"> ▪ restricting access to buildings and/or other University property; ▪ preventing attendance at specified activities (e.g. classes or non-academic activities for students, or workplace activities for staff); ▪ academic adjustments (e.g. academic flexibility, assessment modifications, practical placement adjustments, adjustments to study schedules); ▪ work adjustments (e.g. work flexibility, adjustments to work schedules); ▪ prohibiting individuals from speaking to or approaching another person via channels including but not limited to social media, email, letter, telephone or through a third party; ▪ security escorts on University grounds; and/or ▪ accommodation or office relocation. <p>Refer to confidential Risk Assessment & Safety Planning Form – University-based Adjustments.</p>
Sexual Assault	Occurs when a person is forced, coerced or tricked into sex or sexual acts without their Consent , including when they have withdrawn their Consent.
Sexual Exploitation	Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes including Grooming .
Sexual Harassment	<p>Occurs where a person:</p> <ol style="list-style-type: none"> a) makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to another person; or b) engages in other unwelcome conduct of a sexual nature in relation to another person; <p>in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person would be offended, humiliated or intimidated.</p>

Sexual Harassment includes, but is not limited to:

- Unwelcome touching, hugging, cornering or kissing;
- Inappropriate staring or leering that made you feel intimidated;
- Sexual gestures, indecent exposure or inappropriate display of the body;
- Sexually suggestive comments or jokes that made you feel offended;
- Sexually explicit pictures, posters or gifts that made you feel offended;
- Repeated or inappropriate invitations to go out on dates;
- Intrusive questions about your private life or physical appearance that made you feel offended;
- Inappropriate physical contact;
- Requests or pressure for sex, or other sexual acts;
- Other unwelcome conduct of a sexual nature (excluding online);
- Sexually explicit emails or SMS messages;
- Repeated or inappropriate advances on email, social networking websites or internet chat rooms;
- Inappropriate commentary, images or film of you distributed on some form of social media without your Consent;
- Online conduct of a sexual nature.

Sexual Harassment may be constituted by a single incident of harassing behaviour that meets this definition.

Sexual Harm

Any unwanted behaviour of a sexual nature (e.g. [Sexual Assault](#), [Sexual Exploitation](#), [Sexual Harassment](#)) whether online or in person, including image-based abuse. The harm may result in a person feeling uncomfortable, frightened, distressed, intimidated, or harmed either physically or psychologically.

Staff

For the purposes of this Policy, has the same meaning as ‘worker’ under the *Model Work Health and Safety Act* (i.e. a person carrying out work for the Provider as an employee, a contractor or subcontractor, an employee of a contractor or subcontractor, an employee of a labour hire company, an outworker, an apprentice or trainee, a student gaining work experience, or a volunteer) and includes [Student Accommodation Staff](#).

Student

For the purposes of this Policy, means a person who is enrolled at Bond University or is undertaking a program of study or a subject with the University. Without limitation, it includes students undertaking higher degrees by research, non-award study, enabling or bridging courses, foundation programs, and training courses.

**Student
Accommodation**

Accommodation offered or provided to a Student by a Provider directly.

**Student
Accommodation Staff**

Includes pastoral care leaders, residential student advisers and equivalents employed or engaged by a Provider, including in a non-paid capacity.

Trauma-informed

A Trauma-informed approach applies core principles of safety (physical, psychological and emotional), trust, choice, collaboration, and empowerment. It should minimise the risk of re-traumatisation and promote recovery and healing to the greatest extent possible.

16. RELATED DOCUMENTS

- [Gender-based Violence Prevention and Response Policy \(GOV 1.9.3\)](#)
- Bond University Whole-of-Organisation Gender-based Violence Prevention and Response Plan
- Confidential Risk Assessment & Safety Planning Form
- [International Outbound Student Mobility Prevention of Sexual Harm Procedure](#)
- [Student Code of Conduct Policy \(SS 5.2.1\)](#)
- [Student General Misconduct Procedure](#)
- [Safety Respect Care Consent Student Support Strategy](#)
- [Student Charter](#)
- [Student Housing Handbook](#)
- [Support for Victims of Family and Domestic Violence Policy \(HR 6.1.2\)](#)
- [Staff Code of Conduct Policy \(HR 2.8.4\)](#)
- [Bullying & Harassment Policy \(HR 1.8.2\)](#) (Staff)

- [Anti-Discrimination and Anti-Racism Policy \(GOV 1.1.6\)](#)
- [Academic Staff Workplace Investigation Policy \(HR 2.8.8\)](#)
- [Professional Staff Grievance Policy \(HR 2.10.1\)](#)
- [Professional Staff Workplace Investigation Policy \(HR 2.8.5\)](#)
- [Working with Children Policy \(GOV 1.8.1\)](#)
- [Welfare Arrangements for Students Under the Age of 18 Policy \(SS 5.8.5\)](#)
- [Welfare Arrangements for Students Under the Age of 18 Procedure](#)
- [Whistleblower and Public Interest Disclosure Policy \(HR 2.8.3\)](#)
- [Accessibility and Inclusion Policy \(SS 5.8.6\)](#)
- [Privacy Policy \(INF 6.5.1\)](#)
- [Social Media Policy \(INF 6.1.1\)](#)

17. MODIFICATION HISTORY

Date	Sections	Source	Details
6 January 2026		University Registrar	Date first approved