

Bond University Whole-of-Organisation Gender-based Violence Prevention and Response Plan and Outcomes Framework 2026-2030

1. Statement of Commitment

Bond University Statement of Commitment to Gender-based Violence Prevention and Response

Bond University unequivocally condemns all forms of gender-based violence. These behaviours cannot, and must not, be tolerated on university campuses or elsewhere.

At Bond, we are committed to providing a safe and respectful environment where all students, staff and other members of our community are empowered to speak out and seek assistance, and where perpetrators are held accountable.

We acknowledge the deep and lasting impact of gender-based violence on victims and survivors. We prioritise trauma-informed responses and promote a culture of empathy, awareness and responsibility. Our goal is to foster an inclusive environment where everyone feels supported and heard.

We recognise that universities have a critical role to play in mitigating gender-based violence through education and strategies to address the underlying drivers of such behaviour. Mindful of the complexity of these issues, we also emphasise the importance of a comprehensive societal approach. By collaborating effectively, we can break the cycle of gender-based violence and pave the way for a safer and more equitable future.

2. Our University Context

Bond University welcomed the first cohort of 322 students to its new, state-of-the-art campus on Queensland's Gold Coast in May 1989. As Australia's first private, non-profit university, the vision was for Bond to be recognised internationally as a leading independent university which offered students a transformational educational experience of the highest academic standard. During the intervening years, Bond University has become one of Australia's premier tertiary institutions, acknowledged for its expertise in study areas spanning actuarial science and data analytics, architecture, business and commerce, communications and creative media, construction and property, criminology, health and sports science, international relations, law, medicine and allied health, politics and arts, project management, and psychology and social sciences.

In May 2013, the University opened the Bond Institute of Health and Sport (BIHS), situated approximately 4km from the main campus, as the base for students studying exercise and sports science, nutrition and dietetic practice, occupational therapy and physiotherapy. The main campus and BIHS are registered with the Tertiary Education Quality and Standards Agency as a single location ('Gold Coast'), both in the same Gold Coast suburb of Robina.

Bond has a longstanding reputation as Australia's #1 university for student experience and teaching quality, maintaining a staff-to-student ratio on average of 1:11. The University offers an authentic on-campus student experience across a three-semester-per-year academic calendar. Our scale allows us to create a deep sense of belonging, and peer-to-peer and student-to-staff connection, to offer a highly personalised approach to supporting and partnering with our students to assist them to succeed in their academic endeavours, and to provide onsite wellbeing and safety support and resources which are targeted, accessible and free.

In 2025, Bond University supported 6,149 students of which 37% were international. Most students engaged in an on-campus learning experience (97%), with 91% primarily studying on the main campus. According to our student records, approximately 58% of our students identified as female, 42% identified as male, and fewer than 1% identified as non-binary, other constructs of gender identity or unspecified. Nearly 70% of Bond's student cohort is aged under 25 years, with 27% of those under 20 years.

Bond University's low staff-to-student ratio facilitates our ability to provide students with a high level of academic and personal support. As of November 2025, Bond employed a total of 1,962 staff including casuals, of which 1,214 (61.8%) identified as female and 747 (38.1%) identified as male, with less than 1% non-binary or undisclosed.

The Bond experience is distinctive among Australian universities in remaining an almost exclusively on-campus university experience for undergraduate and postgraduate coursework students. In the main, our students are young adults who typically live on campus, or in close proximity to campus in private accommodation, and are actively encouraged to engage in our vibrant social, recreational and sporting culture. Bond is proud of these attributes which distinguish us from other universities. However, we also recognise that these features require careful attention to psychosocial and physical safety risks.

Bond University owns and operates on-campus accommodation for students. All student accommodation offerings, inclusive of three Bond Sport Houses, are managed through the Campus Life portfolio. Consistent with a whole-of-organisation approach, all Bond policies, procedures and conduct requirements apply to accommodation. Bond's on-campus accommodation consists of 716 beds across a mix of twin-share and single rooms with either ensuite or shared facilities. The University has also worked with an affiliate organisation, the Australian Homestay Network, to ensure alignment in preventing and responding to gender-based violence and compliance with the National Code.

Bond's holistic approach to safety, wellbeing and preventing and responding to gender-based violence across our university community is apposite to the inherent risks associated with our unique attributes. Bond's proactive approach to care and support, referred to as BondCare, provides a range of options for students, staff and broader community to engage and seek support and to report matters of concern. Avenues for support encompass 24/7 onsite dedicated campus safety and security services, live-in residential fellows, access to the 24/7 Bond University Crisis Line and Employee Assistance Program (EAP), and access to free onsite medical and counselling services including a trauma specialist. BondCare's online referral and reporting platform allows students, staff and members of the public access to 24/7 identified or anonymous disclosure and reporting options. The University has a Student Critical Incident Management Policy which sits within the wider University Risk Management Framework with a proven track record of mobilising our experienced, situational response team efficiently as needed, and has recently introduced a Safer Communities Team to improve our responsiveness to disclosures and reports of gender-based violence.

3. Our Approach

Bond University's institutional approach to preventing and responding to gender-based violence is informed by Standard 1.4 of the *National Higher Education Code to Prevent and Respond to Gender-based Violence 2025* (National Code). Consistent with this requirement, the University commissioned a detailed Whole-of-Organisation Assessment to identify systemic risks, barriers and enablers relevant to preventing and responding to gender-based violence within Bond's distinctive community context. The Assessment was undertaken by Avyon Consulting, an independent consulting firm with specialist expertise in gender-based violence prevention and response strategies, compliance and organisational design. Together, the Assessment findings and ongoing consultation with the Bond community informed the refinement of Bond's Whole-of-Organisation Gender-based Violence Prevention and Response Plan and Outcomes Framework, as well as the development of a new Gender Equality Action Plan.

The purpose of the Whole-of-Organisation Assessment was to:

- Review the current state of Bond's prevention and response approach.
- Identify systemic risks that may limit the effectiveness of prevention, support, reporting and response arrangements.
- Identify organisational enablers that support implementation of the National Code.
- Identify barriers that may impact the University's ability to achieve sustained and effective prevention and response outcomes.
- Inform implementation priorities and future action.
- Strengthen alignment between the Whole-of-Organisation Prevention and Response Plan, Gender Equality Action Plan and broader institutional priorities.

The Assessment was structured around the 10 operational domains identified in the National Code as elements of a whole-of-organisation assessment, with findings then mapped to the seven National Code standards. It drew on evidence from governance documentation, policy and procedural frameworks, student and staff consultation, support services data, risk management processes, accommodation arrangements, workforce activities, research settings, external partnerships, and operational practices across the University. The Assessment included a detailed review of the University's current state, identifying existing strengths and enablers, as well as risks and barriers that may affect implementation of the whole-of-organisation plan. The resulting report provides a clear evidence base for the findings and establishes direct links between the Assessment outcomes and Bond's Prevention and Response Plan.

The Assessment found that Bond University has established strong foundations to support implementation of the National Code through coordinated action across the prevention and response continuum. It confirmed a clear institutional commitment to preventing and responding to gender-based violence, with significant work already underway across key operational domains. It also reinforced the need for deliberate connections between the review and analysis of response practices and response data, and the development and evolution of prevention strategies. This is reflected in many of the actions within Bond's Prevention and Response Plan, which are directed towards strengthening the consistency, visibility, capability, accountability and continuous improvement of key prevention and response activities across the University.

Bond University's Prevention and Response Plan and Outcomes Framework, and Gender Equality Action Plan provide a coordinated implementation approach that responds directly to the risks, barriers and enablers identified through the Whole-of-Organisation Assessment. Together, they support ongoing institutional accountability, continuous improvement, and sustained alignment with the University's broader safety, wellbeing and inclusion priorities.

4. Engagement

Bond University's Prevention and Response Plan is underpinned by a program of engagement, consultation and evidence gathering with students, staff, and key internal and external partners. In alignment with the National Code, the University adopted an inclusive and consultative approach to ensure the Plan reflects the diversity, lived experience, safety and wellbeing needs and expectations of our community. Data and insights drawn from consultations, surveys, focus groups, and staff and student feedback mechanisms provided the foundations for our Plan. New consultation mechanisms have been introduced, such as sentiment surveys and student voice forums, and are now embedded into ongoing practice.

These insights were critical in identifying priority areas for action and understanding our risks and barriers, particularly in relation to disclosure and reporting mechanisms, visibility of key messaging and access to support, assessing community sentiment regarding safety, recognising risks across both physical and digital environments, and determining the capability and resourcing needs required to strengthen institutional responses.

4.1 ADDRESSING THE DRIVERS OF GENDER-BASED VIOLENCE

Consistent with the National Code and contemporary evidence, Bond's Plan recognises that gender-based violence is most often driven by gender inequality, power imbalances and rigid gender norms. Evidence identifies that drivers of gender-based violence include:

- condoning of violence against women;
- men's control of decision making and limits to women's independence;
- rigid gender stereotypes and dominant masculinities that normalise aggression, dominance and control;
- peer cultures that reinforce harmful gender norms.

Bond's Plan also recognises that these drivers intersect with other forms of discrimination and structural inequality, contributing to disproportionate harm experienced by women, First Nations people, culturally and linguistically diverse communities, people with disability, and people of diverse sexual orientation and gender identity.

While consideration of all drivers is critical, Bond acknowledges the significance of peer culture in reinforcing gender norms, given the strong sense of community connection and encouragement of campus-based participation among students and staff. Accordingly, prevention, education, and culture change initiatives implemented under this Plan are designed to be community led, and to address these drivers in ways that are inclusive, evidence-informed and responsive to our unique community context. Targeted engagement initiatives will help address drivers of gender-based violence and support shared accountability, ethical bystander action, and culture change.

4.2 CONSULTATION

The Whole-of-Organisation Assessment identified Bond's growing focus on intersectionality, inclusion, and engagement with diverse cohorts through governance, consultation, policy review and gender equality initiatives. Existing consultation processes, and staff and student engagement activities – including the Gender Equality Committee, Ally Network, Bond University Student Association (BUSA) Ally & Inclusion Subcommittee, and Staff Associations and advisory groups – provide important ongoing mechanisms for understanding diverse experiences and informing implementation. We recognise that ongoing consideration of intersectionality across planning, consultation, prevention activities, support services, data collection, reporting and evaluation will remain important.

Key concepts to inform the Plan were shared in multiple forums and discussions in 2025 and continued into 2026 as part of the consultation process. The diversity of these forums and audiences ensured targeted and widespread engagement.

This was complemented by engagement through channels which include embedded student and staff representation, such as:

- BUSA student leadership group;
- BUSA-led Student Voice Forums and smaller student group consultations;
- Analysis of student feedback from student and resident sentiment surveys;
- Curriculum-embedded projects for undergraduate and postgraduate students to actively engage and inform through intentional class group activity and assessments;
- Student Transition, Wellbeing & Safety Committee;
- Bond University Ally Network and BUSA Ally & Inclusion Subcommittee;
- Gender Equality Committee and Educating for Equality (E4E) Working Group;
- Inclusion & Diversity Advisory Committee;
- Bond University Women's Network;
- Bond staff representative groups.

While mechanisms are in place to engage with a wide variety of stakeholders, the University recognises that ongoing attention is required to address barriers that may limit the participation of groups disproportionately affected by gender-based violence. We are committed to ensuring these voices are meaningfully represented in consultation and decision-making processes and that their needs, perspectives, and lived experiences continue to inform and shape our Plan as it evolves and matures.

We are confident that our strong tradition of, and continuous focus on, whole-of-community consultation aligns to the intention of the National Code and will support ongoing and embedded consultation over the lifespan of the Plan. This includes systemic engagement with our student community through an authentic partnership with BUSA, which has been strengthened by the introduction of semesterly student safety sentiment pulse surveys and student voice forums attended by University leadership. A diverse range of staff perspectives has also informed our approach, and we will embed and continue to monitor our practice of regular consultation with Bond's academic and professional staff associations, Indigenous portfolio, Inclusion & Diversity Advisory Committee, Bond University Women's Network, Gender Equality Committee, and Bond University Ally Network.

In addition to consultation with key groups, the University has drawn on existing researcher and practitioner expertise embedded within the Bond community, including specialist knowledge in gender equality and drivers of gender-based violence, psychological trauma and criminology. A number of these staff representatives have helped shape our efforts to date, including those who self-identify as having lived experience, and have been actively involved through the E4E Working Group and other forums to inform our preventative and educative initiatives.

Bond has also engaged external expert partners to support and strengthen our prevention and response approach. This has included independent review and advice on the University's plans and governance frameworks, refinement of student and staff educational resources, training for student leaders and staff on responding to disclosures and reports of gender-based violence, and education on trauma-informed processes and practice.

These actions demonstrate Bond's commitment to transparency and openness, and to continuing to engage with, and be informed by, stakeholders and experts as this work progresses.

5. Evidence

5.1 RESPONDING TO STAFF NEEDS

Bond University is committed to evidence-based decision making to guide our priorities and improve our approach to gender-based violence prevention and response. We believe deeply in fostering a learning and working environment built on safety, respect and genuine care for one another, and recognise that a staff member's mental health, wellbeing, psychosocial and physical safety can influence every aspect of life including their work and capacity to engage with students. By providing proactive support through wellbeing and safety strategies, along with responsive help and ongoing care, we are dedicated to nurturing a psychologically healthy and resilient workforce where everyone can thrive.

The University has been working to improve business processes and systems supporting staff disclosures and formal reports. Staff matters are managed in accordance with Bond's Gender-based Violence Prevention and Response Policy and, as with students and the broader community, staff members have choices around accessing support, disclosing or reporting, including access to the BondCare portal to log an identified or anonymous report or complaint. In addition, in 2025 the University launched a new Wellbeing Calendar which improves navigation and access for staff seeking information and support or accessing education and self-help programs. The staff portal provides access to a range of free wellbeing resources and support services, and clear messaging regarding Bond's position regarding Respect@Work and preventing and addressing gender-based violence.

Staff also have access to 24/7 confidential counselling through Bond's EAP provider, Converge, and access to the University's onsite medical service as part of our comprehensive suite of support services. Converge provides de-identified reports to the University to enable analysis of trends and any concerning shifts. While the reports indicate that staff members seek a wide range of support under categories such as general counselling, family counselling, crisis counselling and legal support, they do not identify cases which relate to gender-based violence explicitly.

5.2 RESPONDING TO STUDENT NEEDS

In the context of preventing and responding to gender-based violence, student feedback from the 2021 National Student Safety Survey (NSSS) provided a strong impetus for action. Consistent with the University's student demographic, a higher proportion of Bond respondents were aged under 21 years compared with the national respondent cohort. Of Bond respondents, 113 students (25%) reported experiencing sexual harassment since commencing as a university student, and 59 students (13%) reported experiencing sexual assault. Consistent with national trends, respondents identified student accommodation, student-led society and club events, and sporting activities as common campus environments in which incidents occurred.

Since the release of the 2021 NSSS, Bond University has taken an intentional approach to strengthening our gender-based violence prevention and response activities. Several initiatives were progressed including:

- Establishing the Vice Chancellor's Taskforce into Sexual Assault and Sexual Harassment (2022-2023).
- Establishing the Student Success & Wellbeing portfolio and BondCare model including online and anonymous reporting (2022).
- Developing the Safe and Respectful Communities suite of student educational modules in 2022, since revised in 2025.
- Establishing the Student Transition, Wellbeing & Safety Committee (2023).
- Developing the University's Sexual Harm Policy (2023), since revised as the Gender-based Violence Prevention and Response Policy and Procedure (2025).

Bond is committed to sustained and meaningful engagement with students on safety and wellbeing, ensuring their perspectives continue to inform our practice, decision-making and responses. Student engagement emerged as a significant strength throughout the Whole-of-Organisation Assessment, with clear evidence that consultation, co-design and partnership activities have shaped prevention, support, governance and evaluation initiatives. This includes ongoing collaboration with BUSA and meaningful student involvement in governance processes.

A recent example of Bond's ongoing partnership with students is the co-design and delivery of the Student Safety Sentiment Pulse Survey. The survey provides a real-time evidence base to support immediate action in response to identified issues, while also building valuable longitudinal data to assess impact over time. Insights from the sentiment surveys complement other data sources, including the opt-in Student Experience Survey (SES) Wellbeing module, and help inform strategic priorities and continuous improvement. While national data shows that Bond's undergraduate and postgraduate cohorts report higher overall perceptions of safety than the sector average, it also identifies gaps and risks. For example, students identifying as LGBTQI+ report less favourable perceptions of safety than Bond's overall average. Collectively, the use of the national survey data, together with more granular insights from sentiment surveys and consultations, supports gap analysis and guides future priorities for action.

5.3 DISCLOSURES AND FORMAL REPORTS OF GENDER-BASED VIOLENCE

As part of the Whole-of-Organisation Assessment, relevant processes and data relating to disclosures and reports of gender-based violence were reviewed, with the findings informing refinements to Bond's Prevention and Response Plan. Since the introduction of the BondCare Model and implementation of the Advocate system in 2022, Bond University has been able to more confidently review and report on disclosed and reported student cases. This data is discussed by the Student Transition, Wellbeing & Safety Committee, which includes staff and student representatives, before being reported to the University Management Committee (UMC) and University Council. Staff data is similarly reported to Council's Audit, Risk & Safety Committee via Bond's Work Health & Safety Management Committee.

Bond has publicly published de-identified 2024 and 2025 data on disclosures and reports of gender-based violence. Students, staff and community members have options to report by email, phone or in person, with provision for identified or anonymous reporting through the BondCare platform. All reports, however received, are entered in the BondCare system, and risk, safety and wellbeing checks are the highest and first priority. This ensures that a trauma-informed response and targeted support is provided to all parties involved.

Bond recognises that reported cases have been relatively low historically compared with national statistics and are unlikely to reflect the full incidence of gender-based violence observed or experienced by members of our community. We believe our continued investment in education and training, awareness campaigns, and building a culture of trust and care is helping more people feel safe to disclose or report. Our 2025 indicators support this trend. Encouragingly, the evidence also suggests that more students are actively seeking support and guidance from the University, including information about their options and access to psychological and medical support, where incidents have occurred outside the university community.

5.4 STRENGTHS AND ENABLERS

The Whole-of-Organisation Assessment identified several organisational strengths that support implementation of the National Code, which Bond University will continue to prioritise and evolve.

- **Leadership and Governance Commitment**

Bond has demonstrated strong executive commitment to the prevention of and response to gender-based violence. Governance structures are established and there is clear evidence that National Code obligations, student safety and wellbeing, risk management and gender equality considerations are increasingly integrated into governance and decision-making processes.

- **Established Policy and Procedural Frameworks**

The University has developed dedicated gender-based violence policy and procedural frameworks and has undertaken substantial policy reform across student, workforce, accommodation and governance settings.

- **BondCare and Support Systems**

The BondCare model provides a significant organisational strength. The model establishes a central point for disclosures, reports, support, referrals, coordination and risk assessment, providing a relatively simple and accessible pathway for students, staff and members of the broader Bond community.

- **Student Partnership and Engagement**

Student engagement at Bond is an evident strength. Students have contributed to consultation processes, co-design activities and governance mechanisms. Strong partnerships exist with BUSA, and student representatives continue to play a meaningful role in shaping prevention, awareness and engagement activities.

- **Existing Capability Development Activities**

The University has invested in a range of prevention, awareness and capability development activities, including, Consent Labs educational initiatives, Bond Together campaigns, Student leader development including planning for further co-designed enhancements, trauma-informed practice and Respect@Work training, and professional development for staff responsible for supporting, investigating or responding to disclosures and reports. These activities provide a strong foundation for ongoing capability development under the National Code.

- **Accommodation Foundations**

Bond University owns and operates its student accommodation, making accommodation a particularly important focus for implementation of Standard 7. Student accommodation emerged as an area where significant foundational work already exists and provides solid foundations for continued improvement. Bond has established Residential Fellow and Senior Residential Fellow roles, behavioural expectations and community standards embedded in occupancy agreements and reinforced in residential induction processes, Wellness Check procedures, clear pathways to reporting and support services, and residential sentiment survey mechanisms.

5.5 SYSTEMIC RISKS

The Whole-of-Organisation Assessment also identified several systemic risks that have shaped Bond's future priorities. These risks are addressed directly through the actions set out in the Prevention and Response Plan.

- **Coordination Across Governance and Operational Areas**

Implementation of the National Code spans multiple committees, portfolios and operational areas, reflecting the whole-of-organisation nature of the work. Bond University has strengthened governance arrangements and clarified responsibilities to support coordination across these areas. As implementation progresses, maintaining alignment across governance, operational and implementation activities will remain important.

- **Variable Awareness and Understanding**

The assessment identified opportunities to strengthen awareness and understanding across a range of prevention and response activities, including support and reporting pathways, policy and procedural requirements, professional boundaries, prevention and response responsibilities, and available support and academic adjustment mechanisms.

- **Capability Requirements Across Diverse Roles and Settings**

The assessment identified that capability requirements vary across operational areas and roles. Bond University has already established a range of capability development activities and training initiatives to support implementation of the National Code. Building on this foundation will be important to ensure the needs of different groups requiring different levels and types of knowledge and capability are addressed.

- **Data Coordination, Integration and Visibility**

The assessment identified a strong foundation of data collection and reporting activities across the University. Information is collected through multiple sources, providing valuable data to support monitoring, evaluation and continuous improvement. As implementation continues to mature, ongoing coordination of data collection, governance, reporting and evaluation will be important to ensure information can be effectively integrated and analysed.

- **Visibility of Diverse Experiences**

The assessment identified a growing focus on intersectionality, inclusion and engagement with diverse cohorts through governance, consultation, policy review and gender equality initiatives. Existing consultation processes, student and staff engagement activities, and the Gender Equality Committee provide important mechanisms for understanding diverse experiences and informing implementation. As implementation continues to mature, ongoing consideration of intersectionality across planning, consultation, prevention activities, support services, data collection, reporting and evaluation will remain critical to reduce the risk that some barriers, experiences and support needs may be less visible within organisational decision-making and continuous improvement processes.

- **Residential Living Environments**

The assessment identified student accommodation as an important implementation setting due to the unique nature of residential communities and the requirements of Standard 7 of the National Code. Residential accommodation provides significant opportunities for community-building, peer support, connection and engagement, supported by established behavioural expectations, Residential Fellow structures, induction activities, support pathways, and resident engagement mechanisms. As implementation continues to mature, maintaining strong accommodation-specific governance, capability development, support arrangements, resident engagement and monitoring processes will remain important.

5.6 KEY BARRIERS

In addition, the Whole-of-Organisation Assessment identified several factors that may create challenges for implementation and continuous improvement if not actively managed over time.

- **Embedding and Sustaining Change**

Bond has undertaken significant work to strengthen prevention and response arrangements across governance, policy, support services, capability development, accommodation and reporting. However, many of these initiatives are recent, revised or continuing to evolve. A key barrier to implementation is the challenge of sustaining focus, effort and organisational attention beyond the initial implementation phase.

- **Multiple Systems and Processes**

The whole-of-organisation nature of the National Code means prevention and response activities occur across multiple functions, systems and operational areas. Student and staff matters are managed through different processes, with multiple channels for reporting, and governance, accommodation, workforce and support services each operate within their own contexts. While these arrangements often reflect operational requirements, the diversity of systems and processes can create barriers to consistency, communication, data integration, monitoring, reporting and organisational learning.

- **Visibility, Accessibility and Communication**

The assessment identified the importance of ensuring information relating to prevention, support, reporting and response remains visible, accessible and understandable to students and staff. While Bond has undertaken significant work in this regard, a potential barrier to implementation is the challenge of ensuring information remains relevant, accessible and responsive to the needs of a diverse university community over time.

- **Monitoring, Evaluation and Demonstrating Impact**

The assessment identified substantial progress in establishing data collection, reporting and monitoring mechanisms, including governance reporting, surveys, operational systems and development of an Outcomes Framework. A potential barrier is the complexity of measuring institutional change and demonstrating impact over time.

6. Implementation

The Whole-of-Organisation Assessment confirmed that Bond University is well positioned to implement the National Code, with the key areas of risk already reflected in the University's ongoing prevention and response work. Accordingly, Bond's Plan captures work undertaken in planning and preparing for the introduction of the National Code, as well as activities that explicitly respond to the gaps and risks identified through the Assessment.

6.1 INSTITUTIONAL GOVERNANCE AND ACCOUNTABILITY

Bond University Council will continue to receive relevant data and reports as a key foundation of the University's Prevention and Response Plan. These reports will be provided through the Higher Education Principal Executive Officer and the University Management Committee, supporting Council's ongoing oversight of implementation, progress and institutional accountability.

The **University's Risk Management Framework** underpins the governance arrangements for the University and supports the planning, assessment and mitigation of risk through both strategic risk assessment and operational risk management. Operational risks are managed locally by areas with accountability for students and staff. Where required, the University's incident management policy and procedure will activate relevant services and supports as outlined in the Crisis Management Policy and Student Critical Incident Management Policy.

The **Gender Equality Committee**, chaired by the Deputy Provost Education, oversees the whole-of-organisation impact of the Gender Equality Action Plan. The E4E Working Group will report to this Committee on whole-of-organisation education, training and awareness-raising initiatives, including consultation, implementation, evaluation and continuous improvement. The Committee's Terms of Reference have been updated to align with the National Code and support a whole-of-organisation approach. They also ensure the Committee's membership reflects appropriate diversity and intersectionality, as well as internal specialist expertise in gender-based violence.

The Bond University **Work Health & Safety Management Committee**, chaired by the Chief People Officer, will retain a standing item to support the regular review and analysis of de-identified staff data, consultation on staff-related policies and priorities, and evaluation of staff training. The Committee's Terms of Reference ensure that its membership continues to include internal specialist expertise in gender-based violence.

The **Student Transition, Wellbeing & Safety Committee**, chaired by the Director, Student Success & Wellbeing, will retain a standing item to support the regular review, analysis and discussion of de-identified student data, consultation outcomes and strategic priorities, and the evaluation of training and impact. The Committee's Terms of Reference ensure that its membership continues to include internal specialist expertise in gender-based violence.

Bond University's **Safer Communities Response Team** comprises the University Registrar, Chief People Officer, Director, Student Success & Wellbeing, and Head of Campus Security. The Team is responsible for reviewing reports of gender-based violence, undertaking initial risk assessment and safety planning, coordinating the first response, and determining the appropriate response pathway including investigation where required. The Team will draw on the Bond University Gender-based Violence Risk Assessment & Safety Planning Matrix to guide decision-making. The matrix will sit within the broader Bond University Risk Management Framework.

6.2 GENDER EQUALITY COMMITTEE

Bond is dedicated to championing gender equality and cultivating a diverse and inclusive community where individuals are recognised, supported and valued for their unique talents. The University has had a Gender Equality Strategy for some years, stewarded by Bond's Gender Equality Committee (GEC). The GEC was established in 2015 to support the development and application of Bond's Gender Equality Statements of Commitment.

The GEC undertook a university-wide consultation in 2022 to evaluate progress on the Gender Equality Strategy against the five goals and 13 measures of success identified in it, with results reported in March 2023. The consultation coincided with the formation of the Office of Staff Engagement & Development (now People Experience) to promote staff wellbeing, including staff awareness of and support for gender equality initiatives.

It also coincided with a general review of staff-related policies including those concerning parental leave, domestic and family violence, accommodations, and flexible working practices.

In 2025 the GEC's Terms of Reference were updated to align to the National Code, and to encompass a whole-of-organisation (staff and student) remit. The University also commenced work on a new Gender Equality Action Plan.

Bond's dedication to gender equality is embedded across the institution, from recruitment, promotion and professional development to leadership opportunities and workplace policies. By fostering and nurturing an environment that respects and embraces the diversity of our workforce, we aim to create a workplace that not only reflects the principles of equality but also promotes innovation, collaboration and success.

6.3 GENDER EQUALITY ACTION PLAN

Bond's Gender Equality Action Plan (GEAP) was informed by the University's Gender Equality Strategy, the university-wide consultation in 2022, and further consultation in 2026 through the GEC and with staff and students. The GEAP sets out the University's approach to advancing gender equality across the whole institution. It supports Bond's obligations under the National Code and forms part of the University's broader whole-of-organisation approach to preventing and responding to gender-based violence. The Action Plan recognises that gender inequality, discriminatory attitudes, misuse of power, harmful gender stereotypes and exclusionary practices can contribute to environments in which gender-based violence, harassment, discrimination and disrespect occur. It focuses on the systems, culture, leadership behaviours, policies, student experience and everyday practices that shape safety and inclusion at Bond.

Bond's GEAP has been developed alongside the University's Prevention and Response Plan and Outcomes Framework and is informed by the Whole-of-Organisation Assessment and community consultation. Together, these documents reflect Bond's current risk profile, evidence base and governance arrangements, and ensure that gender equality is addressed as both a staff and student priority.

The GEAP does not seek to duplicate the broader Prevention and Response Plan. Instead, it draws out the gender equality actions that are most relevant to Bond's current state and risk context. It focuses on leadership accountability, respectful community expectations, student voice and belonging, inclusion across difference, and equitable work and careers. These themes provide a practical structure for embedding gender equality into Bond's prevention, response, reporting and continuous improvement arrangements.

6.4 EDUCATING FOR EQUALITY WORKING GROUP

Bond University is proud of the foundations we established to prevent and address gender-based violence following the release of the *Change the Course* report in 2017 and the NSSS in 2021. Immediately after the release of the national *Action Plan Addressing Gender-based Violence in Higher Education* in 2024, we moved quickly to establish a whole-of-organisation approach to our prevention and response initiatives. In partnership with external subject matter experts, Our Watch, Bond sought nominations from all faculties and professional portfolios to form the Educating for Equality (E4E) Working Group. In 2024, the University held two workshops facilitated by Our Watch to deepen understanding of the E4E Framework and support the maturation and expansion of our approach. The inaugural E4E Working Group comprised representatives from all faculties and portfolios, collaboratively steered by the Chair of the GEC (the Deputy Provost Education), the Chief People Officer, and the Director, Student Success & Wellbeing.

One of the key initiatives to emerge from Bond's whole-of-organisation approach is *Bond Together – Celebrating Respect, Diversity and Inclusion*, developed in partnership with BUSA. Bond Together has evolved into an umbrella 'campaign' championed by senior leaders to promote engagement with a wide range of educational resources, initiatives, programs and events. During Bond Together weeks, the University has welcomed a range of external partners to campus, including Consent Labs, headspace, Gold Coast Sexual Assault Service, Sexual Health Services, and the National Student Ombudsman.

6.5 BOND CARE MODEL

Bond University launched the BondCare Model in February 2022 to bring existing student support and reporting pathways together under a single operational model and digital platform. The model was designed to make it easier for students to seek assistance or report concerns, and for staff to refer students of concern. In September 2024, the University commissioned Avyon Consulting to review the BondCare Model as part of its commitment to continuous improvement. The review assessed the effectiveness of the existing model and identified opportunities to strengthen its operation, impact and future development. It provided valuable insight into potential areas of risk, as well as key opportunities to improve accessibility, consistency and coordination. The review process included a two-day site visit and consultations with 37 key stakeholders. Participants included Student Affairs teams from each Faculty and Bond University College, as well as representatives from Security, Nyombil, Complaints, Student Housing, People Experience, Student Success & Wellbeing, and the student body.

The final report, *Review of the BondCare Model* (Avyon Consulting, September 2024), commended the intent of BondCare and affirmed the model as an accessible and effective foundation for student support and safe reporting. The report also outlined 20 recommendations to support BondCare's continued enhancement and impact, and to enable the model to realise its full potential. The recommendations were fully considered and endorsed by the University Management Committee in January 2025. The University subsequently developed the BondCare Model Recommendations Implementation Action Plan to guide further work as part of Bond's whole-of-organisation approach, with oversight provided by the Student Transition, Wellbeing & Safety Committee.

Through this review and continuous improvement process, Bond University has taken a systematic approach to strengthening BondCare in five areas of focus. Significant progress has been made against the 20 recommendations under all focus areas, including:

- **Clarity of Messaging and Communication:** review of educational modules, student web architecture, and regular Student Success E-News.
- **System Integration and Streamlining of Process:** establishment of an online booking system, Systems Enhancement Project.
- **Strengthening Access and Visibility of Support:** establishment of a new, highly visible and welcoming Student Hub, new MyBond App.
- **Staff Capability Building and Support:** practical, trauma-informed training for staff residential fellows, and student leadership roles.
- **BondCare Governance and Accountability:** new policy and procedural frameworks.

6.6 PEOPLE AND TALENT

Under the Workplace and Business Operations domains of the E4E Framework, People & Talent have updated a suite of staff policies to ensure alignment with the National Code. While all staff are responsible for familiarising themselves with relevant policies, People & Talent utilise automated reminders to encourage engagement with relevant training, refresher modules, and Blue Card requirements where applicable. Leave for staff who experience gender-based violence is managed under the University's *Support for Victims of Family and Domestic Violence Policy* and continues to be handled confidentially by the Chief People Officer and Deputy Director, People & Talent.

The University has several committees through which consultation with diverse staff cohorts occurs. Focus groups are also facilitated to develop a deeper understanding of staff safety concerns and awareness of educational and support resources. Through the Chief People Officer, University management regularly consults with the academic and professional staff associations, BUASA and BUPSA, to gauge staff sentiment. All revised staff policies are circulated transparently to staff for consultation, and staff may provide feedback, including anonymously, or consult directly with People & Talent.

The University has undertaken a mapping exercise to align staff education and training activities with the National Code, with a focus on the specific needs of leaders, academics, researchers, professional staff and HDR supervisors. Members of the University Management Committee and senior leaders have participated in targeted training on managing psychosocial risks and hazards, including gender-based violence.

Trauma-informed practice workshops have also been rolled out and embedded to build the capability and awareness of staff in first response, support, investigation and decision-making roles.

6.7 GENDER-BASED VIOLENCE PREVENTION AND RESPONSE POLICY AND PROCEDURE

Bond University has updated the Gender-based Violence Prevention and Response Policy and Procedure (formerly the *Sexual Harm Policy*). The revised Policy affirms the University's commitment to responding to gender-based violence wherever it is experienced by Bond students and staff. The development of the revised Policy was informed by consideration of good practice examples across the sector.

Responsible Officers across the University have been charged with ensuring that all student (including HDR) and staff facing web-based information, resources and FAQs are updated to reflect these changes. An audit of relevant administrative policies and procedures has also been undertaken, with revisions made to ensure these documents reflect the refreshed governance instruments and support a trauma-informed, whole-of-organisation approach.

6.8 CONFIDENTIALITY ISSUES

Bond University has considered the findings and recommendations of the National Student Ombudsman (NSO) report, *Can I talk about this? The use of confidentiality requirements in university complaint handling (2026)*, and the NSO's related public statement, *Walk the Talk (2026)*.

The University has also reviewed the *Statement of Regulatory Expectations: Confidentiality, non-disclosure agreements and compliance with the National Code (2026)*, recently issued by the Higher Education Gender-based Violence Regulator.

Risks, barriers and enablers identified through the Whole-of-Organisation Assessment, together with the NSO's findings and the GBV Regulator's expectations, are addressed through actions in the Plan relating to governance, policy clarity, training, reporting pathways, case management, staff capability and continuous improvement. These actions are set out in the sections on safe environments, knowledge and capability, responses and support services, and evidence and data systems.

In particular, Bond University has committed to:

- Review all confidentiality clauses against NSO recommendations.
- Ensure support, advocacy, legal advice and external complaint bodies are explicitly exempted from confidentiality restrictions.
- Develop plain English guidance explaining confidentiality expectations and rights (or incorporate into existing information sources such as webpages).
- Review template correspondence to ensure students are informed about confidentiality, support options and procedural rights.
- Ensure confidentiality obligations cease, or are clearly reviewed, at the conclusion of complaint and misconduct processes.
- Incorporate confidentiality into trauma-informed investigations training.

7. Whole-of-Organisation Gender-based Violence Prevention and Response Plan

The Whole-of-Organisation Assessment and Systemic Review identified key enablers, risks and barriers that have informed the refinement of this Plan. Collectively, the findings highlight the need for a coordinated, trauma-informed and inclusive approach that embeds gender-based violence prevention and response across all areas of the University. The findings have directly shaped the priorities, actions and focus areas set out in this Plan, ensuring a targeted response to identified risks and gaps, while building on work undertaken in 2025 in preparing for the introduction of the National Code and recognising existing strengths that align with Bond’s unique community context.

Our Plan is grounded in the following principles:

- **Trauma-informed and person-centred practice** – prioritising safety, dignity, choice and support.
- **Evidence-informed decision-making** – drawing on data, consultation, research and continuous learning.
- **Whole-of-organisation responsibility and shared accountability** – embedding prevention and response across all areas of the University.
- **Intentional, monitored and sustained transformation** – supporting cultural and institutional change through clear actions, evaluation and continuous improvement.

7.1 EFFECTIVE GOVERNANCE AND A WHOLE-OF-ORGANISATION APPROACH PRIORITISES SAFETY AND SUPPORT IN PREVENTING AND RESPONDING TO GENDER-BASED VIOLENCE

Standard 1: Accountable Leadership and Governance

ACTION	RESPONSIBLE	TIMELINE
Whole-of-Organisation Assessment and Systemic Review completed in partnership with external provider.	Principal Executive Officer	Established
Review and refinement of Prevention and Response Plan undertaken, informed by comprehensive analysis of enablers, risks and barriers as per Assessment.		
Governance structures in place to continue oversight of institutional compliance with National Code in alignment with Plan.		
Reporting schedule to Council in place, supporting provision of information and reports to Department of Education.		
University Council reviews a comprehensive and consolidated biannual compliance and progress report against the Plan and Outcomes Framework including de-identified student and staff data related to gender-based violence disclosures and reports.	Chancellor	Established
Skills matrix for Council updated to encompass expertise related to gender-based violence and trauma-informed practice.		

University Management Committee reviews comprehensive and consolidated biannual compliance and progress report against the Plan and Outcomes Framework including de-identified student and staff data related to gender-based violence disclosures and reports.	Vice Chancellor	Established
Gender Equality Committee Terms of Reference affirm oversight of Gender Equality Action Plan. Membership includes expertise related to gender-based violence and trauma-informed practice and reflects whole of community remit. Consultation undertaken inclusive of student and staff cohorts to inform development of new Gender Equality Action Plan (2026-2030). Implement whole-of-organisation communication and engagement plan to raise student and staff awareness of the GEAP and Bond's commitment to preventing and responding to gender-based violence. Embed ongoing mechanisms for community consultation and maintain explicit focus on intersectionality, inclusion and engagement with diverse cohorts to ensure input into consultation, policy review and gender initiatives. Incorporate requirement for gender impact assessments across policy reviews.	Provost Chair - Deputy Provost Education	Established and ongoing
Bond University Work Health & Safety Management Committee considers de-identified biannual reports on staff data, strategic priorities, evaluations of training and impact. Membership updated to explicitly encompass expertise related to gender-based violence and trauma-informed practice. Responsible for recommending continuous improvement to preventative strategies based on data, response trends and feedback analysis. Established and embedded ongoing consultation mechanisms to engage with diverse staff voices and ensure staff feedback loops demonstrate how input informs decision making.	Chair - Chief People Officer Responsible to UMC through Chief Operating Officer	Established
Student Transition, Wellbeing & Safety Committee considers biannual reports on student data, strategic priorities, evaluations of training and impact. Membership currently includes subject expertise and will be updated to explicitly encompass expertise related to gender-based violence and trauma-informed practice. Responsible for recommending continuous improvement to preventative strategies based on data, response trends and feedback analysis. Established and embedded consultation mechanisms to engage with diverse student voices and ensure student feedback loops demonstrate how input informs decision making.	Reports to Council via UMC – responsible officer University Registrar	Established

Educating for Equality (E4E) Working Group maintain active role in providing cohort and expert advice on development, implementation and effectiveness of prevention and educational resource development and programming, awareness campaigns and key messages including Bond Together initiatives, based on data, feedback and ongoing consultation. E4E will report to the Gender Equality Committee. Membership includes expertise related to gender-based violence and trauma-informed practice. Maintain explicit consultation mechanisms to engage with diverse voices, and ensure student and staff feedback loops demonstrate how input informs decision making	Chairs of GEC, WHS and STWS Committees	Established and ongoing
Safer Communities Response Team responsible for operationalising the University's response to gender-based violence disclosures and reports with primary role to receive reports of GBV, undertake initial risk assessment, initiate first response, risk and safety checks including communication with parties on appropriate options, and determining pathway of response.	University Registrar	Established
Crisis Management Policy and University's Risk Management Framework reviewed to ensure alignment with the National Code.	Chief Operating Officer	Established
BondCare Review Implementation Team is responsible for the completion of implementation plan and 20 recommended actions. Membership includes expertise related to gender-based violence and trauma-informed practice and student representation via BUSA Director roles.	Reports to UMC via Chair Student Transition, Wellbeing & Safety Committee	Established and ongoing

7.2 ENVIRONMENTS ARE SAFE AND SYSTEMS CONTINUOUSLY IMPROVE TO PREVENT AND RESPOND TO GENDER-BASED VIOLENCE

Standard 2: Safe Environments and Systems

ACTION	RESPONSIBLE	TIMELINE
Bond's Gender-based Violence Prevention and Response Policy and Procedure updated. Ongoing promotion of GBV web page, resources and policy frameworks; support and reporting options embedded into student communication channels and schedules. Policy frameworks and educative resources promote the importance of maintaining safe digital and physical environments. Appropriate to Bond context, prevention and response initiatives explicitly recognise risks of technology facilitated gender-based violence, and risks related to off campus social events and engagement.	Vice Chancellor University Registrar	Established and ongoing
Confidentiality clauses reviewed against NSO recommendations. Communications and procedural guidance to ensure trauma-informed, proportionate, clearly communicated, and procedurally fair to reduce unintended barriers to support-seeking, reporting and recovery.	University Registrar	Established and ongoing
Audit and revision of suite of University's staff policies to align to the obligations and language of the National Code. Updates to policies and procedures communicated to staff through updates from Chief People Officer and Staff News notifications. Ongoing consultation with staff undertaken through consultation with the Gender Equality Committee and regular engagement with the academic and professional staff associations, BUASA and BUPSA. Pre-employment declarations and checks for all prospective employees in place and managed through People and Talent	Chief People Officer	Established and ongoing
Whole-of-Organisation Assessment and Systemic Review completed and informed Plan refinement. University's Risk Management Framework expanded to include University Gender-based Violence Risk Assessment Matrix, with a whole-of-organisation risk assessment to be undertaken in 2026.	Chief Operating Officer University Registrar Director Student Success & Wellbeing	Completed

Audit and revision of suite of relevant University's Student Administrative, Learning and Teaching, Study Tour, and Placement policies and related procedures to align to the obligations including trauma-informed practice and language of the National Code. All updated policies and procedures uploaded and accessible to students on student portal. Improve visibility of relevant policies, procedures and guidance materials for staff and students. Updates to policies and procedures will be communicated through O Week, and Week 1 Student Success E-News and MyBond App notifications.	Director Student Business Services Director Student Success & Wellbeing	Revised and ongoing
Audit and revision of suite of University's Work Integrated Learning, Industry and Clinical Placements policies and procedures to ensure compliance with University Gender-based Violence Prevention and Response Policy and Procedure. All student information and induction material related to undertaking placement opportunities and associated business processes align to the obligations, including trauma-informed practice, and language of the National Code. Explicit reference to gender-based violence and related behaviours in the workplace embedded in pre-placement curriculum, including specific guidance on safe (non-punitive) reporting options. All University staff involved in industry and clinical placements included in annual trauma-informed training. Industry Partner Risk and Safety forms updated to ensure partners operate to and comply with the requirements of the National Code and Bond's whole-of-organisation plan. Discipline specific educational workshops introduced by Health Sciences & Medicine regarding risks and barriers in clinical settings.	Deputy Provost Education University Registrar	Revised and ongoing
Audit and revision of suite of University's HDR Induction Material, administrative policies and related procedures to align to the obligations, including trauma-informed practice, and language of the Code. Principal Supervisor Accreditation Program training informed by whole-of-organisation assessment and plan including explicit inclusion of gender-based violence prevention, professional boundaries, supervisory power dynamics, and referral responsibilities. Roll out new training across all Research leaders and current supervisors. Orientation includes compulsory HDR session informed by Assessment risks and barriers. Updates to HDR SharePoint platform to direct students to support and report. Updates to HDR SharePoint platform for supervisors.	Deputy Provost Research	Revised and ongoing

Audit and revision of all student information and educative content related to prevention and response to gender-based violence to simplify and nuance language and acknowledge diversity and intersectionality. Student web architecture information updated and simplified to improve access to support and reporting information.	Director Student Success & Wellbeing E4E Working Group	Revised and ongoing
Audit and revision of suite of University's on-campus student accommodation and sport houses Induction Material and Residential Contracts align to university policies, procedures and codes of conduct. Policies, procedures, educational requirements and expectations communicated to all new and continuing residents at commencement of first semester through update email from the Director Campus Life through correspondence to residents and social media channels. Semesterly residential sentiment survey supports ongoing feedback loop and informs continuous improvement to prevention and responses	Director Campus Life Director of Sport	Revised and ongoing
Audit and revision of all Bond Sport web and paper-based information, Induction Material, coach, captain and player agreements to comply with the University's Gender-based Violence Prevention and Response Policy and Procedure. All sport club web sites and publicly accessible information is updated to reflect compliance with the University's whole-of-organisation plan and is visible and accessible to all internal and external stakeholders. Updates to policies and procedures will be communicated to stakeholders through update email from the Director Sport and Sport News notifications and social media channels. Adoption of UniSport Australia GBV education module for all Bond sport clubs	Director of Sport Provost	In progress
Bond University Student Association (BUSA) governing documents revised to ensure alignment with the University's Gender-based Violence Prevention and Response Policy and Procedure and Student Code of Conduct Policy. Amendments made to BUSA's Affiliated Bodies Charter and By-Laws, including added section under Conduct of Affiliated Bodies and associated individuals, to set out new training obligations for Faculty Student Association Executives and disciplinary actions that may result from a breach of the University's policies and whole-of-organisation plan. Ongoing consultation with students will be undertaken in partnership with BUSA drawing on BUSA Elected Committee, via the BUSA Ally and Inclusion Subcommittee, Student Voice Forums and Bond Together events and campaigns. BUSA and University co-design and deliver the Bond University Student Safety Sentiment Pulse Survey administered by trained student leaders each semester. Establish highly visible feedback loops demonstrating student input into design of education and prevention resources, decision making and continuous improvement of support and reporting mechanisms, including drawing on insights from sentiment surveys and student voice forums.	President Bond University Student Association Director Student Success & Wellbeing Director Campus Life	Revised and ongoing

Improve staff and student disclosure and reporting system functionality, integration, data capture and reporting through the Business Process Mapping and Systems Enhancement Project. Systems Enhancement Project focus on remapping business processes, workflows and system capability to support improvements to safe and timely processes and improve quality and consistency of data and reporting to inform future priorities.	Chief Operating Officer University Registrar	In progress
Maintain Department of Foreign Affairs and Trade's Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) Framework web information and compliance with requirements. PSEAH related (National Code) risk and safety principles are consistently applied across broader outbound student experiential learning opportunities.	University Registrar Chief Operating Officer	Revised and ongoing
Bond University Safer Spaces & Events Guide to provide guidance to staff and student groups in relation to community event planning, prevention and response.	Director Campus Life co-designed with BUSA	In progress
Develop guidance regarding expectations for contractors and third-party providers in relation to safety, conduct, reporting and response requirements	Chief Operating Officer General Counsel	In progress
Provision of information and reports to Department of Education.	Principal Executive Officer	Ongoing

7.3 BUILD KNOWLEDGE AND CAPABILITY TO SAFELY AND EFFECTIVELY PREVENT AND RESPOND TO GENDER-BASED VIOLENCE

Standard 3: Knowledge and Capability

ACTION	RESPONSIBLE	TIMELINE
Compulsory student educational module (1A Respect@Bond) and supplementary module (1B Recognise Respond Refer) revised and promoted through orientation sessions, residential induction, Faculty orientation.	E4E Working Group	Revised and ongoing
Recognition of completion of modules embedded through link to Beyond Bond capability recognition as a requirement for all undergraduate students.	Director Student Success & Wellbeing	
Tiered staff education and training program embedded with completion of revised Respect@Work module compulsory at induction and refresher required annually as part of annual professional development review process.	Chief People Officer	Embedded and ongoing
Simplified guidance documents to be developed to assist first response staff to access supports and reporting options.		
Annual trauma-informed training for student and staff related supporting roles compulsory and delivered by external specialist, Avyon Consulting; includes identified roles in Faculty Student Affairs teams, Campus Life, Student Success & Wellbeing, People & Talent, Student Business Services, and Research Office.	University Management Committee	Established and ongoing
Annual trauma-informed training conducted for senior leaders, for leadership roles, and for those staff who have a role in student and staff investigations and discipline. The training will be provided by Avyon Consulting. This will include identified roles in Faculty Student Affairs teams, Campus Life, Student Success & Wellbeing, Bond Sport, People & Talent, Complaints, Research Office, and University Disciplinary Board.	University Management Committee	Established and ongoing
All student leaders elected to the Bond University Student Association and the Executive of Faculty Student Associations to undertake training at the commencement of the year on the drivers of gender-based violence, appropriate first response to disclosures and reports, and active by-stander responsibilities.	Director Campus Life	Established and ongoing
Training development facilitated in partnership with Consent Labs and E4E Bond subject matter experts to ensure unique and tailored to Bond specific context.		
Student leadership education workshop and toolkit developed by E4E Working Group members, co-designed through ongoing consultation with former student leaders to ensure specific to Bond context.		
All senior residential and residential (student) leaders appointed to a role with the residential support team undertake training at the commencement of the year on the drivers of gender-based violence, appropriate first response to disclosures and reports, and active by-stander responsibilities. This training will be undertaken by Consent Labs with Bond specific content.	Director Campus Life	Established and ongoing

The <i>Creating a Culture of Respect at Bond</i> educative slide deck endorsed by UMC systemically rolled out in Faculty and professional staff meetings and embedded in Core (compulsory UG subjects) class discussion. The educative resource has been designed with subject matter experts and focuses on the drivers of gender-based violence, the role of everyone in the Bond community to be an Active Bystander, and where to seek support and report, and will be subject to continuous improvement based on feedback and impact assessments.	UMC Gender Equality Committee	Established and ongoing
All Bond University Sport leaders appointed to a role with managing and coaching a team participating in Nationals competition will be required to undertake a compulsory education module each year on the drivers of gender-based violence, appropriate first responses to disclosures and reports, and active by-stander responsibilities. Bond to adopt UniSport Australia education module for Bond sport club executives and leaders to extend reach to student, staff and community members.	Director of Sport	In progress
Current Staff Intranet and Student Web Information Architecture overhauled, and governance implemented to embed cyclic reviews and facilitate updates to ensure key information and educational resources are highly visible, accessible and easy to navigate.	University Registrar Chief Operating Officer	Revised and ongoing
Provision of information and reports to Department of Education.	Principal Executive Officer	Ongoing

7.4 RESPONSES AND SUPPORT SERVICES ARE SAFE AND PERSON-CENTRED

Standard 4: Safety and Support

ACTION	RESPONSIBLE	TIMELINE
Annual trauma-informed training for student and staff in supporting roles compulsory and delivered by external specialist, Avyon Consulting embedded, targeting Faculty Student Affairs team, Campus Life, Student Success and Wellbeing, People and Talent, Residential Student Business Services and Research Office personnel.	University Management Committee Chief People Officer	Established and ongoing
Completion of final BondCare Review Recommendations and final report to UMC.	Director Student Success & Wellbeing	In progress
Staff, HDR and student administrative policies and procedures have been updated to reflect alignment with the National Code, including options to access reasonable accommodations and adjustments, leave and deferral options and access to support and reporting options.	Chief People Officer Deputy Provost Research Director Student Business Services	Established and ongoing
Whole-of-Organisation Risk Assessment informs refinements of priority actions. University Risk Management Framework updated and additional Gender-based Violence Risk Matrix and Safety Plan implemented based on the Level 2 Domestic and Family Violence Common Risk and Safety Framework (V2), Queensland Government.	Director Strategy & Planning	Completed
Simplification of student web information to improve access and navigation including online booking for counselling at both main campus and BIHS.	University Registrar	Established
Simplification of staff intranet information to improve awareness of disclosing, reporting and support options including anonymous reporting through BondCare.	Chief People Officer	In progress
Simplified support and reporting process map accessible on relevant web pages (staff, HDR and students) outlining options and reporting workflow to assist people to make informed decisions and choice.	University Registrar	In progress
Resources allocated to support provision of dedicated (and separate) supports for disclosers and respondents. Guidance documents developed to support Medical and Counselling staff to understand requirements and adapt into practice.	Director Student Success & Wellbeing	Established
Dedicated Senior Systems Administrator appointed to support the Symplicity Systems Enhancement Project and improve system functionality and integration, user experience, data capture and reporting.	Chief Operating Officer	In progress
Follow up BondCare Review to be undertaken in 2 years to expand to whole-of-organisation plan and approach with specific focus on the effectiveness of support services across the University.	University Management Committee	Future (2028)
Provision of information and reports to Department of Education.	Principal Executive Officer	Ongoing

7.5 ALL PROCESSES ARE SAFE AND TIMELY

Standard 5: Safe Processes

ACTION	RESPONSIBLE	TIMELINE
Bond University Gender-based Violence Prevention and Response Policy and Procedure updated and publicly available. Comprehensive update to staff and student web pages, information and resources undertaken to raise awareness of the update and easy-to-navigate links to support and reporting options (in-person, email, phone, online, and anonymous).	University Registrar	Established and ongoing
Gender-based Violence Prevention and Response Policy and Procedure, and associated publicly accessible workflows, set out multiple pathways to manage disclosures and outcomes of investigations. Systems Enhancement Project focus on remapping business processes, workflows and system capability to support improvements to timely process, and quality data and reporting. Guidance resources developed for staff to support change management processes and compliance with new requirements.	University Registrar	In progress
Safer Communities Response Team apply GBV Risk Assessment and Safety Planning Tools.	University Registrar	Established
Review confidentiality requirements, communications and procedural guidance across complaints, misconduct and GBV processes to ensure trauma-informed, proportionate, clearly communicated, and procedurally fair to reduce unintended barriers to support-seeking, reporting and recovery.	University Registrar University Disciplinary Board	In progress
Procedures related to staff and student investigations, and disciplinary and appeal processes updated to align to and comply with National Code. All staff and disciplinary board members responsible for any aspects of the investigation and disciplinary process required to attend annual trauma-informed training with external specialist provider.	University Registrar Chief Operating Officer / Chief People Officer Provost and Deputy Provosts	Established and ongoing
Provision of information and reports to Department of Education.	Principal Executive Officer	Ongoing

7.6 USE EVIDENCE TO INFORM APPROACH, MEASURE CHANGE AND CONTRIBUTE TO THE NATIONAL EVIDENCE-BASE

Standard 6: Data, Evidence and Impact

ACTION	RESPONSIBLE	TIMELINE
Business Process Mapping and Systems Enhancement project to streamline systems and processes, improve data capture and reporting across the University, and determine responsibilities for ongoing governance and continuous evaluation and improvement of technologically enhanced tools. Systems improvement plans will be developed to support the embedding and expanding of digital intake forms and safety plan to enhance the efficient and accurate capture and collation of data which is compliant with the National Code requirements.	University Registrar Chief Operating Officer	In progress
Clarity of responsibilities for data collection, input and reporting addressed in University Gender-based Violence Prevention and Response Procedure and associated workflows.	University Management Committee	In progress
Staff Guidance Documents and Procedures developed and included in staff training modules and face-to-face workshops.	Chief Operating Officer Chief People Officer	In progress
Clarity of accountability for comprehensive review of data, evaluations, and authority to act on recommended opportunities for continuous improvement and impact have been established as part of the whole-of-organisation plan.	University Management Committee and Committee Chairs	Embedded and ongoing
Provision of information and reports to Department of Education as required.	Principal Executive Officer	Ongoing
Preparation and submission of annual reports in accordance with National Code.	Principal Executive Officer	Ongoing

7.7 STUDENT ACCOMMODATION IS SAFE FOR ALL STUDENTS AND STAFF

Standard 7: Safe Student Accommodation

ACTION	RESPONSIBLE	TIMELINE
All University policies, procedures and conduct requirements are applied to student accommodation.	University Registrar	Established
All public facing digital and paper-based material related to student accommodation updated to reflect alignment with University policy and procedure and National Code.	Director Campus Life Director Bond Sport	
Bond University Occupancy Agreements for on campus accommodation including sport houses updated to include requirement to undertake compulsory educational module.	Director Campus Life	Completed and ongoing review
<i>Your Res Guide to Life at Bond</i> updated with direct link to support and reporting information and channels.	Director Campus Life	Completed and ongoing review
All Residential staff required to undertake annual trauma-informed practice training and Residential Leaders to attend Consent Labs workshops with commencing residents.	Chief People Officer Director Campus Life	Established and ongoing
All staff and Residential leaders required to evidence Blue Card and undertake compulsory Respect@Work induction module and make relevant declarations.	Chief People Officer Director Campus Life	Established and ongoing
Standard Operating Procedures for all Residential staff on frequency, purpose, and recording of residential check-ins, and referring of any concerns, provided and addressed in staff training programs.	Director Campus Life	Established
Residential Sentiment Survey introduced and embedded from Semester 261 to inform priorities and continuous improvement.	Director Campus Life	Established and ongoing
Review and clarify responsibilities, reporting pathways and safety expectations across all accommodation related partnerships.	Director Campus Life	Established
Provision of information and reports to Department of Education.	Principal Executive Officer	Ongoing
Obligations in respect of student accommodation providers which are under the control of the provider.	N/A	
Obligations in respect of affiliated student accommodation providers.	N/A	

8. Outcomes Framework

The Outcomes Framework has been developed to support Bond University's compliance with the National Higher Education Code to Prevent and Respond to Gender Based Violence (the National Code). It provides Bond with a consistent structure for measuring its performance against the Standards and how this supports cultural change and improved outcomes for the Bond community.

The Outcomes Framework aligns to the University's Whole-of-Organisation Prevention and Response Plan and Gender Equality Action Plan, as well as the findings from the Whole-of-Organisation Assessment and Systemic Review. It is structured to align to the seven Standards of the National Code.

Note: Under the National Code, the provider must report against the Outcomes Framework to its Governing Body every 6 months.

OUTCOME	SUB-OUTCOMES	INDICATORS	MEASURES (OF IMPACT OR PROGRESS)
(1) Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to gender-based violence	Senior leadership understand responsibilities pertaining to compliance with National Code including Standard 7 and membership includes subject experts to provide advice and guidance.	Senior leaders and Chairs of committees undertake gender-based violence education and training annually from 2026. Annual training and refreshers undertaken.	Participation and completion recorded annually. Evaluations and feedback loops established and evidenced to inform continuous improvement.
	De-identified data and progress reports against the Plan provided and discussed at relevant committees including UMC and Council. Governance membership inclusive of subject experts and reflective of diversity and intersectionality of community.	Detailed reports provided to relevant bodies bi-annually to inform actions for continuous improvement. Actions arising recorded in governance papers.	Evidence of emerging actions arising from report discussions informing refinements and revisions of Plan and Framework.
	Mechanisms established to ensure consultation with broader and diverse University community meet the intent of the Code.	Document type, purpose and outcomes of consultations undertaken. Record of Committee led consultations and outcomes. Evidence of Student Sentiment Survey and Residential Survey Results informing future priorities and practice.	Purpose and number of consultations undertaken. Number and demographics of staff attending or engaging in relevant consultations. Number and demographics of students attending or engaging in relevant consultations.
	University maintains focus on Gender Equality Action Plan and has mechanisms in place to evaluate longitudinal impact.	Gender Equality Action Plan developed in consultation with community (2026).	GEC papers demonstrate oversight of communications and actions to support institutional roll out (2026). Progress against deliverables recorded (from 2026 and ongoing). Evidence of relevant strategies of Gender Equality Action Plan incorporated into localised planning across University. Evidence of ongoing community consultation informing continuous.

(2) Environments are safe, and systems continuously improve to prevent and respond to gender-based violence	Business Process and Systems Project deliver improvements in whole of institutional end to end processes and responses to gender-based violence disclosures and reports.	Project is appropriately resourced and plan developed. Consultation is undertaken to inform outcome to ensure fit for purpose (2026).	Business process mapping and detailed design phase complete 2026. Systems enhancement work progressed and change management process completed 2027.
	Recruitment and appointment processes provide opportunity for and response to disclosure of conflict of interest or safety concerns. All staff requiring a Blue Card under University Policy are compliant.	Pre-employment declarations and checks for all prospective employees implemented in 2026 and embedded. Audit completed annually from 2026. Evidence of communications to raise awareness with managers and staff.	100% compliant by end 2026.
	University Gender-based Violence Prevention and Response Policy and Procedure and associated information on support and reporting mechanisms are visible and accessible to internal and external audiences. All relevant policies and procedures documents reflect NSO findings on confidentiality requirements, communications and guidance materials across complaints, misconduct and GBV processes. Audit and update of all policy documents, industry partner, third party agreements and resources are complete and reflect Code requirements and Bond commitments.	Revised web architecture project students and staff completed and drives increased engagement (from 2026). Bond Sport web pages and Bond Sport Community agreements reflect and promote key messages. Staff, students and broader community can discover and engage with information. All digital and hard copy resources reflect appropriate updates regarding confidentiality requirements. Third party agreements reflect appropriate changes.	All relevant policy documents and agreements are compliant 2026-2027. Increased number on relevant landing pages to access information YOY 2026–2027. Evidence of key pages and resources updated to reflect NSO findings. Number of click throughs to links. Evaluation on information accessed. Feedback from consultations. Number of disclosures and outcomes. Number of reports and outcomes.

(3) Build knowledge and capability to safely and effectively prevent and respond to gender-based violence	Staff and students, including HDR candidates and supervisors, are aware of the University's commitment to preventing and responding to gender-based violence and their responsibilities as members of the Bond community.	Staff and student engage in Bond Together initiatives and events. Commencing Students engage with Consent Labs. Evidence of engagement with Respect@Bond. Evidence of engagement with Respect@Work. HDR students engage with induction. HDR supervisors undertake dedicated education and training.	Number of areas across university engaging and hosting Bond Together awareness initiatives and level of engagement. Number of students/HDR candidates completed modules and training. Number of staff and HDR supervisors completed modules and training. Evaluations undertaken. Evidence of feedback informing continuous improvement. Sentiment surveys show favourable trend in relation to ethical bystander behaviour.
	Staff and student leadership roles understand and exercise trauma-informed practice and principles when engaging with the Bond community.	Staff and Res Fellows engage in Trauma-Informed Practice training embedded. Support and Investigations and Discipline staff engage in trauma-informed training. BUSA and FSA student leaders engage in mandatory student leadership training. UniSport Student Leaders undertake specific training prior to national events.	Training introduced and evaluated from 2026. Participation recorded and evaluation feedback actioned to inform improvement. Sentiment surveys show favourable trend in relation to ethical bystander behaviour.
	The Bond community actively engages in initiatives and campaigns related to addressing the drivers of gender-based violence.	Evidence of engagement with the <i>Creating a Culture of Respect at Bond</i> presentation and activity utilised in curriculum.	Campaign introduced from 2026 and ongoing. Increasing number of classes and number of participants YOY 2026-2027. Number of team meetings and number of participants.
(4) Responses and support services are safe and person-centred	Students are accessing information regarding support and reporting.	Increased engagement with support services and reporting mechanisms. Evidence of feedback loops to inform continuous improvement.	Maintain high engagement numbers accessing E-News and Notifications. Monitor engagement numbers on support and reporting web landing pages. Number of click throughs to links. Favourable impact trends gauged. Monitor trends in Student Sentiment Survey results and action as needed.
	Staff are accessing information regarding support and reporting.	Evidence of engagement with information resources. Evidence of feedback loops to inform continuous improvement.	Number on landing page. Number of click throughs to links. Number of disclosures and outcomes. Number of reports and outcomes.
	Bond model of support and care is accessible and meeting needs of diverse community.	Increased engagement with student and staff support and care mechanisms and services BondCare Review undertaken in (2028) to assess impact of recommendations from 2024 review.	Number of BondCare referrals. Number of students accessing support offered. Number of staff accessing support. Favourable impact trends gauged from Student Sentiment Survey. BondCare Review undertaken 2028.

(5) Gender-based violence responses are safe and timely	Reporting channels are accessible and meeting needs of diverse community.	Increased engagement with reporting mechanisms. Feedback from users regarding access to and navigation of reporting channels and information.	Number and demographics of students accessing/ making reports. Number and demographics of staff accessing/making reports. Favourable impact trends gauged Student Sentiment Survey results.
	Investigation and disciplinary processes are undertaken in a timely manner.	Evidence of relevant processes being trauma informed. Timely progression and completion of matters.	Number of processes. Analysis of timeliness of processes and outcomes. Number of cases not compliant with Code timelines. Analysis of reasons for extended timelines in relevant cases. Evidence of data informing continuous improvement.
	Appeals processes are undertaken in a timely manner.	Evidence of relevant processes being trauma informed. Timely progression and completion of matters.	Analysis of timeliness of processes. Number of cases not compliant with Code timelines. Analysis of reasons for extended timelines in relevant cases.
(6) Use evidence to approach, measure change and contribute to the national evidence-base	Data-informed reports with analysis are provided to relevant Committees in full and on time.	Institutional systems are in place, maintained and continuously improved to enable data capture and reporting across whole of organisation. Policy, standard operating procedures and training is provided to ensure staff are supported to comply and contribute to data capture and reporting.	Evidence of reports to appropriate governance bodies and actions informing continuous improvement. Feedback from University Council and relevant committees on efficacy of reports.
	Data-informed government reports with analysis are compliant and delivered to the Department on time.	Responsibilities for government reporting are clearly documented and resourced to deliver on requirements of the Code.	Timely report submission. Feedback from Department of Education on efficacy of reports.
(7) Student accommodation is safe for all students and staff	All student housing hard copy and digital information and resources explicitly communicate alignment with University Gender-based Violence Prevention and Response Policy and Procedure and National Code.	Student residents and occupants are aware of the University's commitment to preventing and responding to gender-based violence and their responsibilities as members of the Bond community.	Updates to all student housing information is completed by 2026 with evidence of cyclic reviews. Occupancy agreement reviewed and updated each cycle. Number students accessing information on landing page. Number of click throughs to links. Results from Resident Sentiment Survey and Wellbeing Check-ins. Number of disclosures and outcomes. Number of reports and outcomes.
	All Residential staff undertake annual trauma-informed practice training and Residential Leaders attend Consent Labs workshops.	Evidence that all Residential staff have undertaken required training.	Mandatory from 2026 and ongoing. Number of staff completed training. Analysis of evaluations.
	All student residents have engaged with compulsory module and induction workshop.	All commencing student residents have engaged with Respect@Bond module and induction workshop.	Number of residents completed module. Number of new residents engaged in Consent and Intoxication workshop. Favourable impact trends gauged from Resident Sentiment Survey.

9. Gender Equality Action Plan

Name and tenure:	Bond University Gender Equality Action Plan (2026-2030)
Authorising agency:	Bond University Gender Equality Committee
Revision commitments:	Consultation was undertaken to inform the development of the GEAP in 2026. Following further consultation and refinement, the GEAP was endorsed by the Gender Equality Committee in August 2026.