



UNIVERSITY OF
CANBERRA

Whole of Organisation Gender-Based Violence Prevention and Response Plan and Outcomes Framework

Submitted 16 January 2026

Key Contact: Mara Eversons,

Director Student Life





Endorsement Template

Whole-of-Organisation Gender-based Violence Prevention and Response Plan and Outcomes Framework

Higher Education Provider

Name: University of Canberra

Declaration by Higher Education Principal Executive Officer:

I declare that:

- I have led the preparation of the Whole-of-Organisational Gender-based Violence Prevention and Response Plan (the Plan) as required under Standard 1.4 of the National Code to Prevent and Respond to Gender-based Violence (2025) (the National Code).
- I will lead the implementation and publication of this Plan as required under Standard 1.4 of the National Code.
- The information provided in the Plan is to the best of my knowledge true, complete and correct.
- The Plan and Outcomes Framework meet the requirements of the National Code.
- I have provided the Plan to the Governing Body of my organisation for its endorsement.

Full name: Professor The Hon Bill Shorten

Position title: Vice Chancellor

Signature: 

Date: 16 January 2026

Endorsement by Governing Body:

We declare that:

- The information provided in the Whole-of-Organisational Gender-based Violence Prevention and Response Plan is to the best of our knowledge true, complete and correct.
- The Plan and Outcomes Framework meet the requirements of the National Higher Education Code to Prevent and Respond to Gender-based Violence (2025).
- If, at any time, details contained in the plan change, or can no longer be achieved, we will notify the Department of Education.

Full name of representative of Governing Body: Patricia Margaret Kelly

Signature of representative of Governing Body: 

Position title of representative of Governing Body: Acting Chancellor

Date of Endorsement: 15 January 2026

Key Contact:

Please provide details of a key contact who the Department can follow up with regarding specific elements of the plan as needed.

Full name and position title:

Mara Eversons, Director Student Life

Email address and phone number(s):

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**Optional Template: Whole-of-Organisation Gender-Based Violence Prevention and Response Plan
and Outcomes Framework**

**Whole-of-Organisation Gender-Based Violence Prevention and Response Plan and Outcomes
Framework**

Provider name:	<u>University of Canberra</u>
Higher Education Principal Executive Officer name and position:	<u>Prof The Hon Bill Shorten Vice Chancellor</u>
Plan period:	<u>1 January 2026 to 31 December 2028</u>

1. Statement of commitment

As Vice-Chancellor & President of the University of Canberra, I affirm my unwavering commitment to fostering a safe, respectful and inclusive campus environment free from gender-based violence in all its forms. Gender-based violence – whether physical, sexual, psychological, or structural – has no place at the University of Canberra or anywhere within our community, and its prevention and eradication is of critical importance.

Gender-based violence disproportionately affects women, especially young women, Aboriginal and Torres Strait Island women, women from culturally and linguistically diverse backgrounds, women with a disability, people within the LGBTQIA+ community, and women from migrant and refugee backgrounds. As a university committed to equity, access and opportunity for all people, tackling the scourge of gender-based violence is absolutely essential to our mission to ensure the success and engagement of our staff, students and broader community.

It is our responsibility to our community to ensure that we eradicate harmful views and actions that promote a culture of acceptance of any form of gender-based violence.

Preventing gender-based violence is not the responsibility of a single team or portfolio; it requires collective leadership, shared accountability, and sustained action across every part of the University. As Vice-Chancellor, I will ensure that across all levels of University management that we are committed to building a culture of safety and respect.

The University of Canberra's Whole-of-Organisation Gender-Based Prevention and Response Plan and Outcomes Framework sets a clear, coordinated, and ambitious direction for our institution. I fully endorse this plan and commit our leadership to ensuring its implementation with integrity, transparency, and care.

We will:

- Prioritise safety and wellbeing by ensuring that all members of our community have access to trauma-informed, culturally safe, timely, and confidential support services.
- Strengthen prevention efforts through education, training, and initiatives that challenge harmful norms, promote gender equity, and build a culture grounded in respect and inclusion.
- Respond effectively and compassionately to all disclosures and reports of gender-based violence, ensuring processes that are fair, survivor-centered, and aligned with best practice and legislative requirements.
- Build capability across the University so that every faculty, directorate, and team understands its role in preventing and responding to gender-based violence.

- Engage with diverse stakeholders both within and external to the University, especially those with direct and lived experience, to ensure our approach is evidence-based, culturally sensitive, collaborative and continuously improving.
- Hold ourselves accountable through transparent reporting, evaluation, and ongoing refinement of our policies, systems, and practices.

This commitment extends beyond compliance. It reflects our responsibility as a university that values integrity, courage, and community. Preventing gender-based violence is essential to creating an environment where everyone feels safe to learn, work, and contribute.

2. Provider overview

About UC:

Dynamic and vibrant, the University of Canberra (the University) is embedded deep in the soul of Canberra, the Australian capital. Canberra is a place where ideas are born, creativity is explored and opportunity is created.

Our home in Canberra and connection with our neighbouring communities shapes our purpose as a university. Whether it's fostering innovation, meeting health-care needs, solving environmental challenges or equipping our future leaders, our University is an embodiment of our distinctive city.

The University is a university for the professions, dedicated to providing immersive student experiences focussed on employability outcomes. As of November 2024, more than 18,000 students (11,800+ in undergraduate and 6,300+ in postgraduate) from across Australia and 100 countries study in our diverse community and vibrant campus.

We have been ranked in the top 7 universities in the world for reducing inequalities (THE Impact Rankings 2024), and 15th in Australia in the worldwide Times Higher Education Young Universities Rankings 2024. We are number one in Canberra for full-time employment, skills development and student support (GUG, 2025). The University of Canberra is also ranked in the top 24% of universities worldwide, placing in the 401-500 band of the 2025 Times Higher Education World University Rankings. These are remarkable achievements for a young university that has been in operation for only three decades.

This success is in part due to our two-pronged focus, encompassing progressive teaching and learning, as well as strong ties to industry. The latter means that students enjoy real-world work experience, internships and clinical placements meaning students get a taste for their future careers, even before graduation.

The university is also devoted to trail-blazing innovation and research with practical impact, and home to leading research institutes like the **Institute for Applied Ecology (IAE)** and **University of Canberra Research Institute for Sport and Exercise (UCRISE)**.

There are five faculties at UC, offering undergraduate, postgraduate and higher degree by research (HDR) options.

Faculty of Arts and Design

Faculty of Business, Government and Law

Faculty of Education

Faculty of Health

Faculty of Science and Technology

Connected is the University of Canberra's decadal strategy that sets our long-term ambitions and objectives. At its core is an explicit commitment to our staff and students, to our place in Canberra and the region.

(a) Ambition

We are the university for Australia's capital region. We will be the most accessible university in Australia and a global leader in driving equality of opportunity.

Our ambition to be the most accessible university in Australia is strongly connected to our values and reason for being. We have enabled a diverse range of students to overcome their first hurdle of entering university, and we will continue to prioritise this ambition. With two in five of our undergraduate students being first in their family to attend university, we are not only raising ambitions, we are transforming lives. We have a strong track record in graduate employability and our leadership in work integrated learning demonstrates our ongoing commitment to building career pathways.

(b) Approach

We have rejuvenated our approach to defining and realising the bold ambitions of UC. With renewed energy and clarity, we are embracing agility and responsiveness – adapting to evolving stakeholder needs and a dynamic external landscape – while remaining steadfast in our commitment to equality of opportunity.

Student Accommodation:

The University offers a range of student **accommodation** options designed to support a vibrant and inclusive campus community. Student accommodation facilities are a combination of ownership models that include accommodation owned by UC and accommodation controlled by another entity through a long-term lease arrangement. Both models are currently managed by UniLodge, these facilities provide over 2,500 beds across two locations, all within close proximity to the University.

Accommodation options include a variety of room types and price points to suit different needs and budgets. Rooms are available at UC Lodge, Cooper Lodge, Weeden Lodge, Guginya, Mulleum, Gurubun, Wagan, and Buru.

Each residence is designed to foster a supportive living environment, with access to communal spaces such as Community Central and The Great Room, as well as study areas, social activities, and on-site support services.

Faculty of Health Student Placement Accommodation

is available to University of Canberra students on placement in Cooma, Bega and Moruya. Students from other universities and staff from the University of Canberra are also able to apply for accommodation at these locations. The accommodation is managed by the Faculty of Health in collaboration with Campus Estate.

Working towards the Prevention and Response of Gender-Based Violence

In 2016, the University of Canberra partnered with Universities Australia and other tertiary institutions in a national initiative to address sexual harassment and assault in our university communities.

In 2017, it established the Respect.Now.Always (RNA) Steering Committee, which has led the development of an action plan and a range of initiatives aimed at implementing key recommendations from surveys and reports and reinforcing the University's commitment to a safe, inclusive, and respectful community. In 2018, the University commissioned the independent Broderick Review, which provided ten recommendations to help prevent and respond to sexual misconduct, assault, and harassment within the university environment.

Since the review, the University has invested in significant improvements of the campus environment and security settings, such as increased lighting, security presence and CCTV across campus to make monitoring more visible.

The RNA committee has worked closely with Campus Estate, People and Culture, Medical and Counselling, Accommodation staff and Student Life to review our existing reporting arrangements, and develop and implement a new, centralised incident reporting and investigation mechanism.

The UC Pride Alliance, a staff-led network, was established to provide visible representation and allyship to students and staff members who are diverse in their sexuality, gender and/or sex characteristics and identify as LGBTQIASB+. In addition, the University of Canberra Queer Club (UCQC) provides a direct support for LGBTQIASB+ students and maintains a safe space on campus.

The University has introduced several initiatives to enhance the training provided to frontline staff. These include identifying staff members most likely to receive disclosures of sexual assault and Gender-Based Violence, and mandating a suite of training resources, such as the 'Responding to Disclosures of Sexual Assault' program available to all staff, and 'Consent Matters', which was made accessible to students. In addition, Student Life has developed and delivered targeted education, prevention, and support sessions for both staff and students. These include Orientation Week programs, specialised sessions for students living in accommodation, and professional development workshops led by Student Life during staff professional development weeks. These sessions equip academic and professional staff with practical tools, information, and guidance to respond effectively to disclosures of Gender-Based Violence and to make referrals to appropriate support services.

Since 2024, the University has been focussing on some of the emerging learnings from the National Student Safety Survey, the Educating for Equality Resources and the Draft National Code and the Action Plan Addressing Gender-Based Violence in Higher Education.

The RNA team developed its own Action Plan to drive whole-of-organisation change, engaging staff from across the University, including academic and professional staff, as well as staff and students with lived experience of Gender-Based Violence. To support the implementation of changes aligned with the National Code, RNA established eight working groups comprising staff and students. These groups are:

1. Policy and Procedures
2. Student Intervention
3. Staff Intervention
4. Evaluation
5. Risk Assessment
6. Systemised, Confidential Data
7. Accommodation
8. Prevention and Response Plan

Together, the groups have been driving cultural, structural, and systemic changes in prevention and response efforts to align with the National Code and foster a safe and inclusive campus environment for both students and staff.

Student Life has led a comprehensive review and developed streamlined student support and reporting pathways to ensure timely, safe, and trauma-informed care that is student-centred and enabling. Experienced Wellbeing staff have redesigned processes for supporting both disclosers and respondents, informed by best practice, feedback from students with lived experience, and in consultation with community partners, including ACT Police. Additional training is provided to frontline Wellbeing staff, supported by regular supervision to maintain best practice, consistent approaches to support and continuous improvement.

3. Planning, engagement and evidence

See attached worksheets A, B, and D and separate Risk Assessment worksheet.

4. Approach

While our overarching goal is to foster a community where everyone feels safe and respected, our mission goes deeper. We are committed to building an environment where students and staff are free from the threat of Gender-Based Violence. This means empowering individuals to recognise its root causes and take proactive steps to prevent it on campus, in the workplace, and in their personal lives.

The University is committed to fostering a safe, respectful, and inclusive environment through a comprehensive approach to preventing and responding to Gender-Based Violence. This commitment is reflected in targeted training and capability development for staff and students, robust human resource policies aligned with national standards, and a suite of institutional policies that support trauma-informed, person-centred responses. The University's efforts are designed to build a culture of respect, empower individuals with knowledge and skills, and ensure accountability across the university community. Its prevention initiatives are grounded in prevention evidence and based on key frameworks such as Our Watch's Change the Story as well as Educating for Equality and Communicating with Purpose.

1. Training, Knowledge and Capability Development

UC will provide targeted professional development for staff and students to build awareness, skills, and trauma-informed practices:

- **Respect Matters (Staff):** Focuses on understanding Gender-Based Violence, responding to disclosures, supporting survivors, and fostering a respectful campus culture.
- **Respect Matters (Students):** Covers consent, communication, bystander intervention, and creating a safe and supportive environment.
- **Trauma-Informed Complaints Management and Investigation Training:** Equips staff managing complaints with trauma-informed investigation techniques.
- **Trauma-Informed Essentials:** Educating staff in core trauma-informed principles and concepts including recognising signs of trauma and how to respond safely and refer safely.
- **Disclosure Response Training:** Prepares staff likely to receive disclosures with trauma-informed response strategies.

2. Human Resource Policies and Procedures

The University's policies reflect its commitment to compliance and inclusion:

- **Compliance Management Framework:** Ensures alignment with legislative and regulatory standards, including the National Code of Practice for Providers of Education and Training to Overseas Students 2018.
- **Let's Dance – Diversity, Inclusion and Belonging Plan:** Promotes respect for diverse and intersecting identities across the university community.

Relevant Policies:

[Bullying, Harassment and Discrimination Policy / Document / Policy Library](#)

[Charter of Conduct and Values / Document / Policy Library](#)

[Child Safety and Wellbeing Policy / Document / Policy Library](#)

[Employee Background Checks Policy / Document / Policy Library](#) [Gender Equity Policy / Document / Policy Library](#)

[Flexible Work Policy / Document / Policy Library](#)

[Gender Equity Policy / Document / Policy Library](#)

[Privacy Policy / Document / Policy Library](#)

[Student Charter / Document / Policy Library](#)

[Student Grievance Resolution Policy / Document / Policy Library](#)

[Support for Students Policy / Document / Policy Library](#)

[Work Health and Safety Policy / Document / Policy Library](#)

3. Prevention and Response Policies

The University has embedded Gender-Based Violence prevention and response into its institutional framework with:

[Gender-Based Violence Prevention and Response Procedure Policy](#)

Supporting Policies:

[Human Rights Policy / Document / Policy Library](#)

[Modern Slavery Policy / Document / Policy Library](#)

[Sexual Misconduct Policy / Document / Policy Library](#)

[Support for Students Policy / Document / Policy Library](#)

4. Approach to Ongoing Monitoring, Evaluation and Continuous Improvement

A **university-wide Evaluation Framework** to guide the ongoing monitoring and assessment of all Gender-Based Violence prevention, response, and support initiatives is under development. This framework will align with the National Code and the University's Gender-Based Violence Prevention and Response Plan (see below), providing a consistent approach to measuring effectiveness, reach, and impact across the University. The framework will apply a **Continuous Quality Improvement (CQI) model**, combining quantitative data (e.g. training completion, incident trends, support service utilisation) with qualitative insights (e.g. feedback from students, staff, and experts) to inform evidence-based decision-making. Findings will be used to strengthen policies, training, and service delivery, ensuring the University's systems remain effective, trauma-informed, and responsive to community needs. Through regular review, transparent reporting, and participation in national data and evaluation initiatives, the University will contribute to the broader evidence base and demonstrate leadership in continuous improvement and accountability.

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

Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to Gender-Based Violence

Action	Responsible	Timeline	Resources
The Vice Chancellor will make a public declaration that all forms of Gender-Based Violence are unacceptable and contrary to the University's Purpose and Values. The message will be reiterated through regular communications to staff.	The Vice Chancellor	February 2026	Within Current Capacity
<p>The Vice-Chancellor's report to the University Council will include:</p> <ul style="list-style-type: none"> • Data regarding the number and broad nature of disclosures and reports of Gender-Based Violence to the university • Outcomes of disclosures and reports • Prevention initiatives undertaken • Response processes and improvements 	Office of the Vice Chancellor	July and December annually	Within Current Capacity
<p>The University of Canberra Council has resolved to establish a subcommittee of the Audit and Risk Management Committee to report and advise Council on the university's response to the National Code, to examine, report on and make recommendations as a result of UC internal data.</p> <ul style="list-style-type: none"> • Identify appropriate membership of the subcommittee including an external expert in the area of Gender-Based Violence • Establish Terms of Reference for the Subcommittee • Meet quarterly in year 1 and twice a year in subsequent years 	Chair of the Audit and Risk Management Committee	March 2026	Within Current Capacity
Whole of University Plan, including progress against actions will be published on the University website.	Student Life	March annually	Within Current Capacity

Action	Responsible	Timeline	Resources
<p>Responsibilities of the Respect. Now. Always. Steering Committee to be strengthened by:</p> <ul style="list-style-type: none"> • Prioritisation of actions against this Plan • Review of evaluation data of initiatives implemented • Membership review to ensure the Committee includes representation of the University's diverse community, particularly those members who are disproportionately affected by Gender-Based Violence as well as staff with expertise and knowledge of Gender-Based Violence and those with lived experience. 	Deputy Vice Chancellor (RNA Chair)	March 2026	Within Current Capacity
Responsible Leaders within each Business Unit and Faculty appointed to lead Diversity, Equity, and Inclusion (DEI) and prevention of Gender-Based Violence initiatives. Responsibilities incorporated into Performance Development Plans (PDPs) to ensure accountability.	Vice Chancellor's Group	March 2027	Within Current Capacity
Gender Equity Plan aligned with WGEA Gender Equity Targets and the Athena Swan framework, with the goal of achieving Silver accreditation.	People and Culture	December 2026	
Proposal of a new staff award to recognise proactive practices in the prevention and response to Gender-Based Violence .	Student Life	August 2026	Within Current Capacity
UC's Research Plan embeds and prioritises research on the prevention and response to Gender-Based Violence.	Deputy Vice Chancellor	March 2027	Within Current Capacity
Prevention and response to Gender-Based Violence is embedded across the University's Education Plan.	Deputy Vice Chancellor	March 2027	Within Current Capacity
The University will develop a Communications Plan pertaining to the prevention and response to Gender-Based Violence	RNA Communications Working Group (incl. Students)	February 2026	Within Current Capacity

Environments are safe, and systems continuously improve to prevent and respond to Gender-Based Violence

Action	Responsible	Timeline	Resources
<p>The University commits to maintaining a safe and respectful environment by proactively identifying and managing risks associated with staff conduct.</p> <ul style="list-style-type: none"> • Implement new screening of all employees for prior Gender-Based Violence allegations • Implement formal procedure to require staff to disclose intimate relationships with staff or students of the university, • Implement appropriate safeguards and conflict-of-interest protocols to uphold safety, fairness, and integrity. 	People and Culture	June 2026	Within Current Capacity
<p>University’s Codes of Conduct will be reviewed to explicitly reference Gender-Based Violence, including physical, online, and psychosocial harms.</p>	People and Culture Student Life	June 2027	Within Current Capacity
<p>Dedicated Gender-Based Violence Risk Assessments are completed for marginalised communities (including Aboriginal and Torres Strait Islander People, CALD, LGBTQIASBA+) and those more likely to be confronted by systemic barriers to appropriate models of care or reporting.</p>	Student Life Risk and Safety	June 2026	Within Current Capacity
<p>The university will prohibit the use of a non-disclosure agreements unless requested by the discloser. Any settlement terms will not include a non-disparagement clause.</p>	People and Culture Legal and Policy	Immediately	Within Current Capacity
<p>Development of a trauma-informed and language-appropriate survey to understand root causes of under-reporting, encourage safe engagement, identify common places Gender Base Violence occurs (e.g. online, classrooms) in order to overcome structural and institutional barriers. The results will provide evidence to inform:</p> <ul style="list-style-type: none"> • communication plans • student initiatives • staff initiatives 	RNA Communications Working Group	March 2027	Within Current Capacity

Build knowledge and capability to safely and effectively prevent and respond to Gender-Based Violence

Action	Responsible	Timeline	Resources
Prevention Education: The University delivers and will continue to deliver comprehensive prevention education and training to students, staff, and leadership that builds awareness and understanding of Gender-Based Violence, its drivers, compounding inequalities, power dynamics, ethical bystander responses, and available support and reporting pathways.	Student Life People and Culture	January 2026	External provider (<i>Respect Matters Epigeum</i>)
Communication and prevention initiatives will be grounded in prevention evidence and subject to regular evaluation to ensure effectiveness and relevance in the context of the University of Canberra.	Student Life People and Culture	October 2026	Within Current Capacity
Conduct further consultation with groups of individuals who are recognised as belonging to high-risk cohorts e.g. First Nations Women, individuals identifying as LGBTQISB+, culturally and linguistically diverse individuals to strengthen this Plan.	Student Life People and Culture	June 2026	Within Current Capacity
Staff Training: The University will build on the expertise of staff, including executive, in student and staff safety and wellbeing by mandating training on consent, trauma informed responses and trauma informed Gender-Based Violence investigations depending on staff roles.	People and Culture	February 2026	External provider (<i>Avyon</i>) External provider (<i>Epigeum</i>)
All staff responding to formal reports, conducting an investigation or determining a disciplinary proceeding to have training in Gender-Based Violence including, risk and protective factors, types and patterns and effects of Gender-Based Violence, how different groups experience Gender-Based Violence and the nature and impact of coercive control.	Student Life People and Culture	February 2026	External Provider (<i>Avyon</i>)
Resources: Best-practice resources on online safety reporting mechanisms, including links to the eSafety Commissioner and ScamWatch, will be disseminated via the Gender-Based Violence landing page, alongside educational content.	IT and Cyber Security Student Life	March 2026	Within Current Capacity
Introduction and implementation of a formal risk assessment framework in response to disclosures Risk assessments will be conducted by staff with expertise in Gender-Based Violence, competency in working with diverse cohorts, and relevant contextual knowledge.	Student Life People and Culture	October 2026	Within Current Capacity
Students and staff with lived experience will be offered training in safe and ethical storytelling and provided additional support before and after project group and steering committee meetings.	Student Life People and Culture	February 2027	Within Current Capacity

Action	Responsible	Timeline	Resources
The rights of marginalised communities and people with lived experience will be amplified through engagement with Community Organisations. The University will deepen its existing relationships with community organisations such as ACT Police, Domestic Violence Crisis Service, Victim Support ACT, A Gender Agenda, and the United Ngunnawal Elders Council.	Student Life People and Culture	March 2027	Within Current Capacity

Responses and support services are safe and person-centred

Action	Responsible	Timeline	Resources
Processes for reporting and making disclosures for both students and staff are reviewed and clearly outlined on the University website in plain English.	Student Life People and Culture	February 2026	Within Current Capacity
A new and easily accessible reporting tool that is trauma-informed is in the process of being implemented. It is person-centred, and designed to meet the needs of individuals experiencing Gender-Based Violence.	IT and Cyber Security	February 2026	Within Current Capacity, Budget allocated to development and license a tool (Elker)
Information about how students and staff can access policies and procedures is accessible. This includes internal and/or external support services and supports for reasonable adjustments and educational outcomes if impacted by Gender-Based Violence.	Student Life People and Culture	June 2026	Within Current Capacity
Procedures will be developed and implemented to provide tailored support for both Disclosers and Respondents in cases of Gender-Based Violence.	Student Life People and Culture	January 2026	Within Current Capacity
The University's investigation procedures will be reviewed and adjusted to align with the requirements of the code.	People and Culture Integrity and Resolution	June 2026	Within Current Capacity

Gender-Based Violence responses are safe and timely

Action	Responsible	Timeline	Resources
A new Gender-Based Violence Prevention and Response Policy and procedure reflects the principles of safe, trauma informed, timely and accountable Gender-Based Violence Response.	Institutional Quality Assurance	December 2025	Within Current Capacity
The University will consider out-sourcing an internal investigator to uphold victim dignity and promote agency when deemed necessary. Investigations must balance privacy, risk of harm, and dignity with investigative rigour and documentary evidence.	People and Culture	ongoing	Budget required
The University will ensure all responses to disclosures and investigations are guided by trauma-informed and person-centred principles by providing trauma informed training to all staff in response roles.	People and Culture	ongoing	Within Current Capacity
The University will review the response times and communication process for both disclosers and respondents within the current misconduct process to ensure alignment with the Code.	Student Conduct Committee Secretary People and Culture	March 2026	Within Current Capacity

Use evidence to approach, measure change and contribute to the national evidence-base

Action	Responsible	Timeline	Resources
The development of a University-wide <i>Evaluation and Outcomes Framework</i> to monitor the effectiveness, reach, and impact of prevention education, training, campaigns, and communication initiatives.	Evaluation Project Group	October 2026	Within Current Capacity
Standardised data collection templates and reporting protocols will be implemented across all portfolios to capture: <ul style="list-style-type: none"> • Data on implementation of policies, procedures, and plans. • De-identified incident data to enable trend and risk analysis. • Demographic and enrolment/engagement characteristics of Disclosers and Respondents. 	Student Life	February 2027	Within Current Capacity
Establishment of a central Gender-Based Violence data hub and reporting dashboard to integrate data from key areas (e.g. Student Wellbeing, Security, People and Culture, Accommodation, UCX), underpinned by data governance and privacy protocols. This will establish a “single source of truth” for reporting to the University Council and Executive.	Finance & Analytics	March 2027	Within Current Capacity
The University will contribute to the national evidence base through participation in sector-wide data initiatives (e.g. Universities Australia, IRU and Department of Education reporting), and through sharing aggregated findings, case studies, and evaluation insights with external stakeholders.	Student Life	On request	Within Current Capacity

Student accommodation is safe for all students and staff (where relevant)

Action	Responsible	Timeline	Resources
A safe and culturally respectful student accommodation environment will be prioritised, and ensure there are a range of options available for Gender-Based Violence disclosure including University systems.	Campus Estate	ongoing	Within Current Capacity
The University will ensure that its current accommodation operator (Unilodge) and current affiliate accommodation provider (KMSAC) are aware of the University's expectations in relation to the Code. This will be followed up by contract variations and/or a memorandum of understanding if necessary to ensure compliance with the Code.	Campus Estate	December 2025	Within Current Capacity
The University will conduct a strategic risk assessment of student accommodation in relation to the Code. Through the University's Risk Management Framework appropriate mitigations (where necessary) will be determined that address Code requirements.	Campus Estate	June 2026	Within Current Capacity
Resident Occupancy Agreements and Occupancy Handbooks will be updated to include information about Gender-Based Violence prevention and disclosures.	Campus Estate	January 2026	Within Current Capacity
Campus Estate will write to relevant subcontractors that work in student accommodation and on campus to outline the University's expectations in line with the Code. Ongoing notices will be provided through the contractor induction process.	Campus Estate	March 2026	Within Current Capacity
Current Accommodation Providers will update relevant Policies and Procedures to align with the National Code. These will be published on the Provider's website. UNILODGE GBV STRATEGY Whole-of-Organisation Gender-based Violence Prevention and Response Plan JAN 2026 - DEC 2028	Accommodation Provider	January 2026	Within Current Capacity
Accommodation Providers to offer tailored Gender-Based Violence and trauma informed training to all staff within their employment starting with their executive team.	Campus Estate	January 2026	Within Current Capacity
The Student Accommodation website will be updated to include links to the Whole of Organisation Prevention and Response plan, Gender-Based Violence Policies and Procedures, the incident reporting tool and support services.	Campus Estate	March 2026	Within Current Capacity
A full risk assessment to ensure out of hours risks are mitigated at the off-campus student accommodation managed by Faculty of Health.	Executive Dean, Faculty of Health	June 2026	Within current capacity

Note: This Whole of Organisation Prevention and Response plan will be revised and amended every 2 years based on student and staff feedback, and new evidence on best practice regarding staff and student wellbeing

6. Outcomes Framework

Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to Gender-Based Violence	University leadership demonstrates ongoing visibility, accountability, and action in Gender-Based Violence prevention and response.	University senior leaders consistently and visibly champion Gender-Based Violence prevention and response through regular communications, and participation in key initiatives.	<ul style="list-style-type: none"> • Number of VC or Vice Chancellor’s Group (VCG) communications referencing Gender-Based Violence prevention and response per reporting period. • Staff and student feedback demonstrates awareness and recognition of leadership commitment to Gender-Based Violence prevention and response messaging.
		Senior governance and decision-making forums (e.g., Council, VCG, RNA Steering Committee) receive, review, and act on scheduled Gender-Based Violence prevention and response reports, demonstrating leadership accountability and continuous improvement.	<ul style="list-style-type: none"> • Gender-Based Violence-related reports tabled at RNA Steering Committee & Audit & Risk Management Committee meetings annually.
	The University demonstrates coordinated, whole-of-organisation implementation of Gender-Based Violence prevention and response through defined roles and structures.	A cross-university structure (e.g. Steering committee and designated responsible leaders) coordinates, monitors and reports on the Gender-Based Violence prevention and response plan.	

Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Environments are safe, and systems continuously improve to prevent and respond to Gender-Based Violence	Institutional systems proactively identify, manage, and prevent Gender-Based Violence-related risks.	Evidence of systematic Gender-Based Violence risk identification and mitigation processes implemented across the University.	<ul style="list-style-type: none"> • Actions arising from Risk Assessments • Completion of actions - process improvements
	Policies, processes, and reporting pathways are safe, transparent, trauma-informed, and continuously improved through stakeholder feedback.	Policies and procedures reflect best-practice, trauma-informed, and rights-based approaches to Gender-Based Violence prevention and response.	<ul style="list-style-type: none"> • Publication of the Gender-Based Violence Prevention & Response Policy and Procedure. • Evidence of policy and procedure review (including public consultation notes) – reviewed within 1 year and then reviewed every 3 years.
		Reporting pathways and feedback mechanisms are trusted, accessible, and demonstrably used to inform continuous improvement.	<ul style="list-style-type: none"> • Percentage of students who report knowing how to access a confidential reporting pathway as reported through the National Student Safety Survey (NSSS).
	Staff and students demonstrate increased knowledge, confidence, and capability to recognise, prevent, and respond to Gender-Based Violence.	Participation and reach of prevention education and Gender-Based Violence training programs across cohorts.	<ul style="list-style-type: none"> • Percentage of staff and students completing required Gender-Based Violence training modules (by cohort, portfolio, or level). • Number of prevention and consent education sessions delivered annually.

Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Build knowledge and capability to safely and effectively prevent and respond to Gender-Based Violence		<p>Demonstrated increase in knowledge, confidence, and ethical response capability following training.</p> <p>Demonstrated increase in student and staff capacity to recognise and prevent Gender-Based Violence over time.</p>	<ul style="list-style-type: none"> • Pre- and post-training evaluation scores (knowledge, and confidence). • Participation rates across faculties, business units, and student cohorts. • Qualitative feedback from participants on usefulness and trauma-informed delivery • Reported increase in referrals.
	The University embeds and sustains Gender-Based Violence prevention and response capability across roles and systems through targeted education, leadership accountability, and continuous improvement in practice.	Continuous improvement in Gender-Based Violence prevention and response is informed by evidence, evaluation, and lived experience.	<ul style="list-style-type: none"> • Frequency and quality of reviews or updates to Gender-Based Violence training, policy, and procedures informed by feedback and evaluation findings. • Existence and activity of lived-experience, diversity, and student advisory groups contributing to practice improvement.
	The University provides accessible, trauma-informed, and person-centred pathways for reporting and disclosure.	Accessibility and usability of reporting and disclosure pathways.	<ul style="list-style-type: none"> • Existence and functionality of trauma-informed online reporting tool. • Percentage of surveyed staff and students aware of reporting pathways increases over time. • Web analytics: visits to reporting/support pages
		Information and communication on Gender-Based Violence responses are clear, inclusive, and widely available.	<ul style="list-style-type: none"> • Student and staff feedback on clarity and usefulness of information provided when seeking services.

Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Responses and support services are safe and person-centred	The University ensures all Gender-Based Violence response and support processes are consistent, fair, and guided by trauma-informed, person-centred practice.	Consistency and quality of Gender-Based Violence response and support services and practices.	<ul style="list-style-type: none"> • Accessibility: percentage of disclosers reporting services were easy to access. • Satisfaction: percentage of disclosers and respondents reporting satisfaction with the support received. • Percentage of staff who support respondents and/or disclosures trained in trauma-informed, person-centred response protocols.
		Data-driven improvement in Gender-Based Violence response systems.	<ul style="list-style-type: none"> • Annual review of Gender-Based Violence reporting trends and systemic risk areas completed. • Feedback from disclosers (where safe and appropriate) on quality and responsiveness of support.
	The University delivers trauma-informed, safe, and person-centred responses to all disclosures and investigations.	Existence and implementation of trauma-informed response frameworks.	<ul style="list-style-type: none"> • Evidence that trauma-informed principles are embedded in all investigation and response guidelines. • Qualitative feedback from participants confirming safety and respect during response processes (where appropriate).
Gender-Based Violence responses are safe and timely		Independence and fairness of response processes.	<ul style="list-style-type: none"> • Low number of reports to the National Student Ombudsman or Fair Work Commission
	The University ensures timely, transparent, and accountable management of all Gender-Based Violence disclosures and investigations.	Timeliness and accessibility of reporting and response pathways.	<ul style="list-style-type: none"> • Availability of 24/7 and independent reporting mechanisms. • User feedback on accessibility of reporting path.
		Accountability and continuous improvement in Gender-Based Violence response systems.	<ul style="list-style-type: none"> • Annual review of investigation outcomes, response timeframes, and improvement actions completed.

Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
	The University systemically collects, analyses, and uses Gender-Based Violence data and evaluation findings to inform policy, practice, and continuous improvement.	Data are analysed and used to inform decisions, improve policies, and refine prevention, training and support systems.	<ul style="list-style-type: none"> Number of training and system improvements implemented as a result of evaluation findings. Evidence from reports or meeting minutes showing data-informed decision making and CQI actions.
Use evidence to approach, measure change and contribute to the national evidence-base	The University shares de-identified data, evaluation insights, and lessons learned to strengthen national and sector-wide understanding of Gender-Based Violence prevention and response.	The University actively contributes to sector wide Gender-Based Violence reporting and knowledge-sharing initiatives.	<ul style="list-style-type: none"> Examples of case studies or good-practice learnings shared internally and externally.
	<p>The University student accommodation environments are inclusive, culturally respectful, and proactively designed to prevent and respond to Gender-Based Violence.</p> <p>The University and its affiliates maintain safe, compliant, and accountable systems that prevent, identify, and respond to Gender-Based Violence risks.</p>	Clear, trauma-informed response and referral protocols are in place and consistently applied across accommodation services, and staff demonstrate confidence and competence in supporting disclosers and coordinating care.	<ul style="list-style-type: none"> Existence and accessibility of documented referral protocols aligned with UC Gender-Based Violence policy. Percentage of accommodation staff completing trauma-informed/ Gender-Based Violence training. Self-reported confidence levels pre/post-training.
Student accommodation is safe for all students and staff		<p>Inclusivity and cultural safety embedded across accommodation settings.</p> <p>Visibility and accessibility of Gender-Based Violence information and reporting pathways in student accommodation.</p>	<ul style="list-style-type: none"> Range of inclusive accommodation options available (gender-inclusive, Aboriginal and Torres Strait Islander, alcohol-free). Results of resident satisfaction and safety perception surveys (disaggregated by gender, culture, and identity). Number of culturally or gender-safe initiatives implemented annually. Evidence that Gender-Based Violence policy links, reporting options, and support services are displayed on accommodation websites and in handbooks.

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

7. Gender Equality Action Plan/s

canberra.edu.au/about-uc/equity-diversity/science-in-australia-gender-equity

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| (1) Name and tenure: | (2) Athena Swan Institutional Bronze Award that University of Canberra received as part of the Science in Australia Gender Equity (SAGE) 2020 - 2027 |
| (3) Authorising agency: | (4) Athena Swan (Sage), UC |
| (5) Revision commitments: | (6) The next scheduled revision is reportable to the Chief People Officer on 30 June 2026. |