



Curtin University

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

1 January 2026 to 31 December 2030

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Acknowledgement of Country

Curtin University acknowledges Aboriginal and Torres Strait Islander people, the First Peoples of this place we call Australia, and recognises them for caring for Country for more than 60,000 years.

We are honoured and grateful for the privilege to maintain campuses operating in Boorloo (Perth) and Karlkurla (Kalgoorlie) in Australia. We pay our respects to Elders past and present as Custodians and Owners of these lands.

We recognise their deep knowledge and their cultural, spiritual and educational practices, and aspire to learn and teach in partnership with them. Curtin also acknowledges First Nations peoples connected with our global campuses.

We are committed to working in partnership with all Custodians and Owners to strengthen and embed First Nations' voices and perspectives in our decision-making, now and into the future.



Statement of commitment

Curtin University's Commitment to Preventing and Responding to Gender-Based Violence

Gender-based violence is all too common in Australia, posing a significant emotional and financial cost to individuals, families and communities. The latest data from the Australian Bureau of Statistics shows that 8 million Australians – 41% of our population - have experienced physical or sexual violence since the age of 15. As a nation, we must do better.

As an important part of broader Australian society, universities have a particularly important part to play in preventing and responding to gender-based violence. At Curtin University, we believe in creating a safe, inclusive and respectful environment for everyone in our community. Our commitment to preventing and responding to gender-based violence is grounded in the values of respect, responsibility and leadership.

With the introduction of the National Higher Education Code to Prevent and Respond to Gender-Based Violence, we are reinforcing our dedication to addressing this critical issue. Curtin is actively working to align with the Code's requirements, which will guide us in further enhancing our prevention strategies and support systems. Our goal is to have campuses that are free from violence and discrimination and that when members of our Curtin community experience gender-based violence -on campus, or off campus, that our support systems facilitate healing and recovery.

We know that attitudes towards gender equality are linked to attitudes towards, and acts of, violence. We understand the shocking reality that rigid views on gender and gender roles continue to increase the risk of violence and that these attitudes extend throughout Australian society. As a university, we have a unique opportunity to drive broader social change through education. We must confront that these attitudes can exist among our staff, students and partners.

Gender-based violence has no place in our community and we are committed to eliminating sexual harassment, assault and all forms of violence. We take all reports of gender-based violence seriously and provide accessible, trauma-informed support to those affected, ensuring that all individuals feel safe and supported at every step.

Our **Prevention and Response Plan** sets out the actions and strategies we will take to create lasting change. This plan is informed by extensive consultation with students, staff, and internal and external experts.

Through ongoing training, the establishment of dedicated support services and a whole-of-university approach, we are working to equip Curtin students and staff with the knowledge and tools to prevent and respond to gender-based violence. We will also continue to advocate for national collaboration between universities, as well as the sharing of resources across the sector to guide our efforts and encourage best practice.

Our University's leadership is fully engaged in this work and we are committed to continuous improvement. We are actively assessing and refining our processes to respond to emerging needs and best practices. At Curtin, we are not simply meeting compliance standards — we are striving to build a culture where respect, safety and inclusion are fundamental to everything we do.

Together with our students, staff and the wider community, we will continue to challenge harmful behaviours, raise awareness and provide safe spaces where everyone can thrive.

Harlene Hayne
PROFESSOR HARLENE HAYNE CNZM
VICE-CHANCELLOR
CURTIN UNIVERSITY

Provider Overview

Gender-based violence in its many forms significantly impacts the health, wellbeing and safety of individuals and communities. As a large and diverse organisation, Curtin recognises the importance of coordinated, evidence-based and research-informed collaboration across all areas of the University and the wider sector to help prevent and respond to gender-based violence effectively.

Gender equity has long been a strategic priority at Curtin, embedded in both the University's values and the Curtin 2030 Strategic Plan. Following the National Code being passed into legislation, Curtin established a Gender-Based Violence Taskforce, chaired by the Vice-Chancellor, and including the Chief People Officer; Chief Legal Officer; Associate Deputy Vice-Chancellor Academic; Director, Student Life and Community; Director, Corporate Communications; Manager, Diversity, Inclusion and Belonging; and Project Lead-Respect at Curtin. This Taskforce has overseen the development of the University's Gender-Based Violence Prevention and Response Action Plan (the Plan), ensuring a whole-of-university, executive-led approach.

Scale and Scope

At Curtin, we are committed to creating a safe and respectful environment for everyone in our community. We will respond to gender-based violence wherever it is experienced by members of the Curtin community, including on campus, off campus, across online and digital environments, in the context of family and domestic violence, and in any other circumstances that affect the safety, wellbeing or participation of our students, staff and broader community.

As the largest university in Western Australia, Curtin has both the opportunity and responsibility to contribute to the shared national goal of preventing and responding to gender-based violence.

- In 2025, Curtin enrolled over 66,900 students across all campuses including onshore locations, with international students comprising approximately 27% of the student population.
- Women represent around 60% of both student and staff populations.
- Many identify with diverse equity groups: 1.6% of domestic students are Indigenous, 9.4% have disclosed a disability, 13.4% are from rural or remote areas, and 21.6% from lower socioeconomic backgrounds.

Curtin's geographic footprint includes Bentley, Perth CBD, Midland and Kalgoorlie campuses, as well as global and regional learning partnerships. We have online students across Australia. Though not covered by the National Code legislation, appropriate processes for preventing and responding to gender-based violence will also be applied at Curtin's global campuses in Malaysia, Singapore, Dubai, Mauritius and Sri Lanka, subject to local laws

Student Accommodation

Curtin University is committed to keeping its student accommodation safe, respectful and inclusive, including meeting its obligations under the National Higher Education Code to Prevent and Respond to Gender-Based Violence.

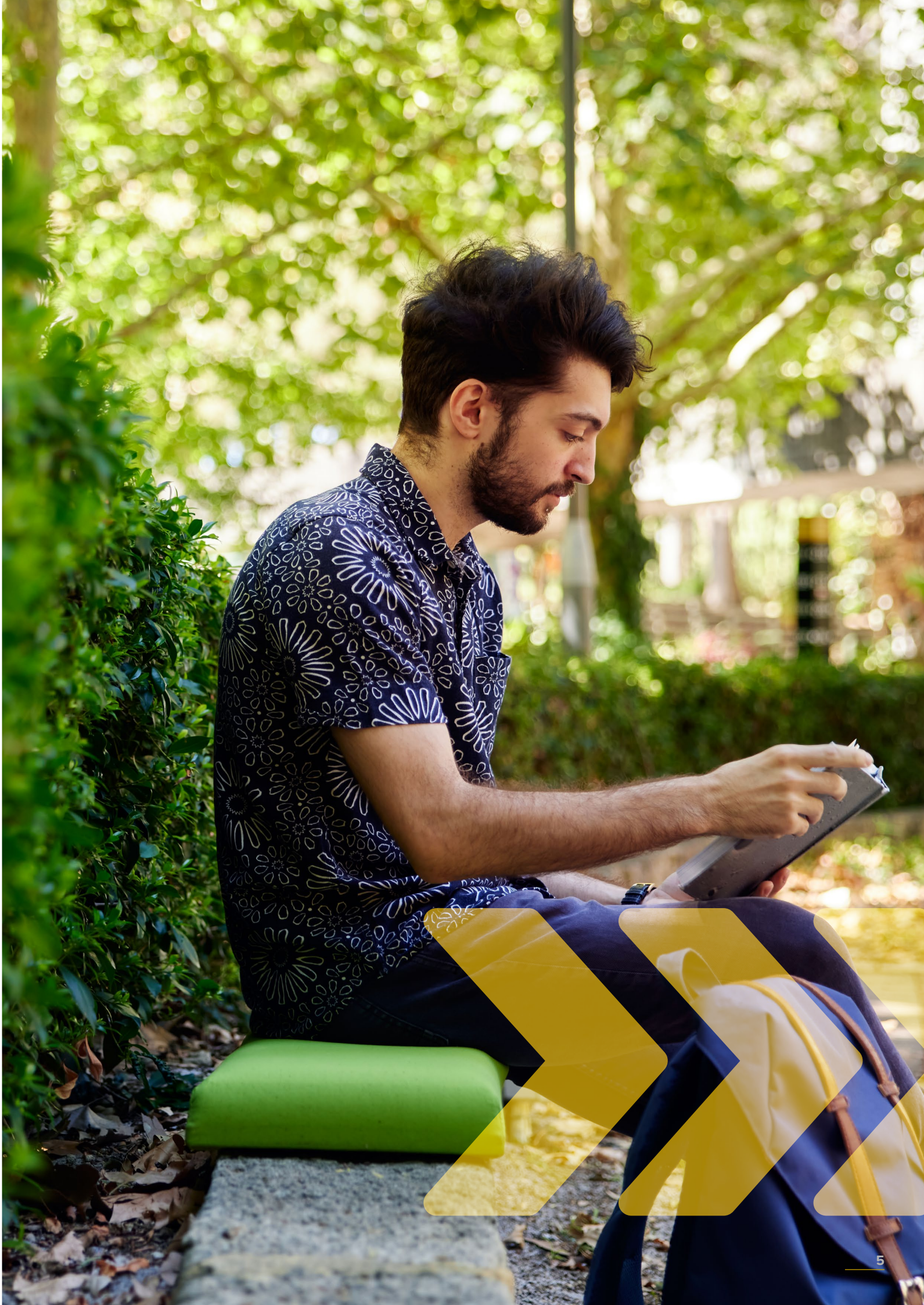
Student accommodation is a vital part of the Curtin community:

- In Perth, Curtin works with accommodation providers to promote safe, inclusive living environments and ensure arrangements align with the National Code.
- In Kalgoorlie, the University owns and operates student housing, with direct responsibility for safety and wellbeing standards.

Accommodation staff receive gender-based violence training, while staff responsible for handling disclosures and investigations complete specialised trauma-informed training. Formal risk assessments and safety plans implemented within 48 hours, where required and robust physical safety and reporting systems support residents across accommodation settings.

Fieldwork and Placements

Curtin's strong industry partnerships and commitment to job-ready learning lead many students to engage in fieldwork, clinical and industry placements - settings that enrich learning but require specific attention to safety and wellbeing. Placement Preparation sessions are provided to students to ensure they understand their rights and responsibilities.



Prevention and Awareness Foundations

Curtin has a long history of proactive action to prevent and respond to gender-based violence. Notably, the University was the first in Western Australia to introduce mandatory Respectful Relationships training for all students - an evidence-based, research-informed program that has been running for over six years. The program, led by the Student Wellbeing Advisory Service and co-designed with the Student Guild, Student Equity and Inclusion Team, Psychological and Counselling Services, Curtin Sexology experts and the WA Sexual Assault Resource Centre (SARC), promotes understanding of consent, respectful communication and bystander awareness, and is compulsory for all students within their first four weeks of enrolment.

Curtin is an active member of the WA Universities for Respect, Safety and Inclusion network (formerly the WA Respect. Now. Always. Network), a collaboration between all Western Australian universities, established in 2017 that aims to align and strengthen prevention and response efforts, provide a forum for best practice insights sharing and to deliver collaborative awareness-raising initiatives such as Respect at Uni Week.

Curtin also provides an extensive support ecosystem, including:

- 24/7 Safer Community Team
- Psychological and Counselling Services
- Student Wellbeing Advisory Service
- Staff Wellbeing and Inclusion teams
- Specialist teams supporting LGBTQIA+ staff and students, and Indigenous students

These services operate under a person-centred, trauma-informed framework, ensuring coordinated responses for both students and staff. Curtin also works with the Student Guild's Student Assist service to ensure students have access to independent support and advocacy and maintains external referral partnerships with SARC, 1800RESPECT and other local and national services and helplines for specialist support.

Curtin University Gender-based Violence Case Data and Trends

Recent insights from Curtin's student support services indicate:

- An increase in timely disclosures of gender-based violence, with more students seeking support soon after incidents occur.
- Growing trust in Curtin's support systems, as reflected in feedback from students and staff.
- Feedback from students emphasised the value of practical, scenario-based training and the need for clear, accessible reporting processes.

Importantly, Curtin's internal data and student feedback present an improved picture to that of the most recent National Student Safety Survey (NSSS). For example, findings from Curtin's 2025 student survey on gender-based violence show high awareness of support systems (81%) and confidence in seeking help (72%). 84% of participants would report sexual misconduct to the university and 88% said they would encourage a friend to do so.

This improvement may be due to the timing of disclosures, the nature of Curtin's support services and the University's ongoing efforts to build trust and improve reporting pathways.

The University recognises that improvement is an ongoing process. Through the combined efforts of leadership, researchers, staff, students and partners, Curtin continues to build a safe, inclusive, and respectful environment - on campus, in accommodation and wherever students and staff engage in learning and work.

Curtin recognises that under-reporting remains a sector-wide challenge, but is committed to continuous improvement in data collection, reporting and survivor support. Ongoing collaboration between support services and University leadership ensures that prevention and response strategies remain survivor-centred, evidence-based and responsive to the needs of the Curtin community.

Research and Expertise

Curtin's gender-based violence prevention and response efforts are underpinned by our research excellence in gender equity, prevention of violence, and trauma-informed practice.

- Curtin hosts a node of the ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW), contributing to national research on structural drivers of violence and institutional accountability.
- Curtin's Gender Research Network (GRN) produces data and analysis to inform gender-based violence prevention strategies.
- Curtin is home to leading researchers and academics who are nationally recognised for their expertise in gender-based violence prevention, relationships education, and intersectional gender research.
- Curtin is committed to broader education and capability-building through postgraduate programs such as the Graduate Certificate and Master of Human Rights, and short courses on domestic violence and impact and prevention, supporting the development of evidence-informed practitioners and leaders.

The University recognises that creating a safe, inclusive and respectful environment is an ongoing commitment. Through the combined efforts of leadership, researchers, staff, students and partners, Curtin is dedicated to continuing to build a culture of respect on campus, in accommodation and in every space where students and staff engage in learning and work.

Addressing the drivers of Gender-based Violence

Curtin acknowledges that preventing gender-based violence requires addressing its underlying drivers. Consistent with the National Code and contemporary research outlined in the Our Watch's Change the Story: A Shared Framework for the Primary Prevention of Violence Against Women in Australia, these drivers are shaped by broader social, cultural and institutional influences and can be reinforced through attitudes, behaviours and systems. Recognised drivers of gender-based violence include:

- Condoning of violence against women.
- Men's control of decision-making and limits on women's independence.
- Rigid gender stereotypes and socially prescribed gender roles.
- Male peer relations and cultures of masculinity that emphasise aggression, dominance and control.

These drivers can interact with and reinforce one another. They also intersect with other forms of oppression, discrimination and disadvantage, as well as power and privilege, which can contribute to a disproportionate risk of experiencing gender-based violence and may result in unique forms of violence and harm. This includes experiences shaped by factors such as race, ethnicity, culture, disability, sexuality, gender identity, age, faith and socioeconomic background.

Curtin is committed to taking reasonable and appropriate measures to address discrimination and create a safe, respectful and inclusive environment for all members of our community. We acknowledge that addressing the drivers of gender-based violence includes addressing gender inequity and will continue this work through our Gender Equity and Inclusion Framework and Action Plan, alongside the Disability Access and Inclusion Plan 2022-2030, Curtin's Anti-racism Commitment and the Respect Starts With You campaign.

Curtin recognises that gender-based violence can occur between students, staff, supervisors, contractors, affiliates, visitors and student accommodation residents across a range of settings and situations, many of which are unique to higher education. These include on campus, in student accommodation, online and digital environments, during placements, work-integrated learning, fieldwork and research activities, in social and extracurricular settings, off campus, while travelling, and in other circumstances that affect the safety, wellbeing or participation of members of the Curtin community.

As WA largest university, Curtin also recognises that a range of contextual factors may influence the risk and experience of gender-based violence within our community. This includes our diverse staff and student population, including our international student cohort, strong industry engagement through placements, fieldwork and research partnerships, and involvement in industries and disciplines, including mining, where evidence suggests there may be an increased risk of sexual harassment and gender-based violence. We recognise that social and cultural isolation, financial pressures, language barriers, experiences of discrimination, visa-related concerns and other personal circumstances may influence experiences of gender-based violence and engagement with support and reporting pathways. Through consultation with our community, we also recognise that power dynamics within learning, supervisory, residential and workplace environments may influence how people experience, disclose and seek support in relation to gender-based violence. We also recognise the growing role of technology and online environments in learning, work and social interaction, and the potential for technology-facilitated forms of gender-based violence to occur within and beyond university settings.





Planning, Engagement and Evidence

Curtin University is committed to preventing and responding to gender-based violence through a whole-of-organisation approach informed by evidence, engagement and continuous improvement.

The development of this Plan was informed by a whole-of-organisation assessment process undertaken in 2025 to understand the factors that influence the prevention of, and response to, gender-based violence across the University. The assessment included consultation with students, staff and key stakeholders; analysis of institutional data and reporting; review of relevant policies, procedures and practices; and a structured gap analysis against the National Code. It considered Curtin's operating environment, including the diversity of its community, the settings in which students and staff learn, work, live and engage with the University, and the key risks, barriers and enablers that may influence the effectiveness of prevention and response efforts across student accommodation, teaching and learning environments, research and supervision, professional services, placements, fieldwork, online environments, student activities and other University-related settings.

A participatory and evidence-informed approach underpinned the assessment process. Consultation and engagement was undertaken with students, staff, accommodation providers, governance groups, subject matter experts, and people with lived experience of gender-based violence, including individuals from groups disproportionately affected by gender-based violence, such as women, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse communities, people with disability, and people of diverse sexualities and gender identities.

Throughout 2025, consultation activities included:

- Student Feedback Hubs: Safety and Sexual Harm, which engaged approximately 170 students and explored perceptions of safety, reporting pathways, support services and opportunities for prevention.
- University-wide Gender-Based Violence Student Survey, distributed across all study levels and equity cohorts, including students living in accommodation, which received more than 600 responses and explored experiences of safety, confidence in seeking support and priorities for improvement.

- Student Gender-Based Violence Focus Session, involving facilitated discussion to better understand student experiences and inform the development of Curtin's Gender-Based Violence Prevention and Response Policy and associated Staff and Student Procedures.
- Three dedicated Gender-Based Violence Action Planning Workshops involving students, academic staff and professional staff to identify systemic risks, barriers and enablers relevant to Curtin's operating environment, and to inform the development of actions to strengthen prevention, response and support arrangements across the University.
- Consultation with accommodation staff and accommodation providers to inform accommodation-specific prevention, reporting and support measures.
- Iterative review through the Vice-Chancellor-led Gender-Based Violence Taskforce and representative University groups, which tested emerging findings and refined proposed actions during development of the Plan.

To validate and refine these findings, Curtin undertook additional consultation and engagement activities in 2026. This included Respect Starts With You workshops involving student representatives, Respect@Curtin Feedback Hubs engaging more than 500 participants, and additional consultation and a staff survey involving professional, research and accommodation staff. These activities tested emerging findings, explored implementation priorities, and informed refinement of proposed actions and outcomes.

Whole-of-Organisation Assessment Findings

The whole-of-organisation assessment identified a range of strengths that support Curtin's capacity to prevent and respond to gender-based violence, alongside opportunities to further strengthen systems, processes and institutional capability over time. The assessment confirmed strong foundations across governance, support services, policy, training and specialist expertise, it also highlighted the importance of ongoing evaluation, consultation and continuous improvement to ensure Curtin's approach remains responsive to the needs of students and staff, emerging risks, evolving evidence and sector expectations.

The assessment identified several institutional strengths and enablers that support Curtin's capacity to prevent and respond to gender-based violence and provide a strong foundation for implementation and continuous improvement, including:

- Leadership, governance and accountability arrangements that support oversight, monitoring and continuous improvement
- Specialist support, response and first responder functions, including the Safer Community Team, Student Wellbeing Advisory Service, Psychological and Counselling Services, Student Conduct, People and Culture, and Accommodation Services.
- Multidisciplinary approaches to case coordination and management, including mechanisms that support information-sharing, risk assessment, safety planning, escalation and coordinated responses to complex matters.
- Established reporting, support and response pathways, providing multiple avenues for disclosure, support and referral.
- Existing policy and procedural frameworks, including documented expectations, responsibilities, reporting pathways and institutional processes that support prevention, reporting and response activities.
- Research expertise and sector leadership, including Curtin's contribution to gender-based violence research, evidence-informed practice, policy development and sector improvement.
- Co-design, consultation and intersectionality, including engagement with students, staff, representative groups, people with lived experience, subject matter experts and external specialist services to ensure initiatives reflect diverse experiences and respond to intersecting factors that shape vulnerability, access to support and reporting experiences.
- Existing education, training and capability-building initiatives, including Respectful Relationships, bystander education and trauma-informed response training.
- Existing data, reporting and evaluation foundations, including consultation mechanisms, operational reporting, trend analysis activities and established approaches to monitoring organisational performance and implementation progress.
- Existing accommodation governance, safety and support arrangements, including accommodation risk management processes, referral pathways, student support services, provider partnerships and accommodation oversight mechanisms.
- A strong institutional commitment to evidence, evaluation and continuous improvement, supported by consultation, data collection, lessons learned and ongoing review.

The assessment identified several risk themes, reflecting the settings, activities and relationship dynamics that may increase exposure to gender-based violence or affect how students and staff seek support, make disclosures and engage with response processes, including:

- Power dynamics and hierarchy, including circumstances where staff-staff or student-staff relationships, supervisory arrangements, workplace reporting lines, or other relationships involving authority, influence or dependency may influence confidence in seeking support, making a disclosure or submitting a formal report.

- Awareness and navigation of support and reporting pathways, and the respective roles of different University services
- International student experiences and support needs, including circumstances where cultural factors, financial pressures, visa-related concerns, separation from established support networks, or unfamiliarity with Australian laws, systems and expectations may influence experiences of gender-based violence, access to support and reporting pathways, or confidence in reporting.
- Higher-risk environments and activities, including student accommodation, research and supervision environments, placements, fieldwork, work-integrated learning, industry-linked settings, informal and social activities, and other University-related settings.
- Technology-facilitated violence and emerging forms of harm, including online and digital behaviours that may occur within or beyond University settings.
- Under-reporting and low reporting confidence, including concerns regarding confidentiality, privacy, potential repercussions and uncertainty regarding response processes following a disclosure or formal report.

The assessment also identified several barriers and opportunities for improvement relating to the accessibility, consistency and coordination of support, reporting and institutional processes, including:

- Navigating disclosures outside formal response pathways, including circumstances where students and staff disclose experiences of gender-based violence to trusted individuals, such as supervisors, academics, line managers, or colleagues, who may require additional guidance, confidence, support or capability to respond in a trauma-informed manner consistent with University processes.
- Concerns regarding confidentiality, academic progression, employment, professional relationships and other actual or perceived consequences associated with disclosure or reporting.
- Opportunities to strengthen coordination, information-sharing, role clarity and escalation pathways across multiple business areas involved in prevention, support, case management and response activities.
- Opportunities to strengthen data capture, reporting, trend analysis and institutional understanding of gender-based violence matters.
- Opportunities to strengthen workforce capability to respond to disclosures, provide initial support and connect students and staff with appropriate services and referral pathways.
- Opportunities to strengthen the resources and operational support required to deliver consistent prevention, response, training, reporting and continuous improvement activities across the University.

The findings of the whole-of-organisation assessment have shaped a Plan that builds on Curtin's existing strengths while responding to identified risks, barriers and opportunities for improvement. The actions provide a framework for meaningful and sustained progress, while recognising that creating safe, respectful and inclusive environments is an ongoing responsibility shared across the University. Through continued engagement, evaluation and continuous improvement, Curtin will continue to strengthen its approach and ensure it remains responsive to the evolving needs of students, staff and residential communities.

National Student Ombudsman Findings

As part of the whole-of-organisation assessment, Curtin reviewed the National Student Ombudsman's Can I Talk About This? report and Statement of Regulatory Expectations issued by the Gender-based Violence Regulator. The review identified several recommendations which are already reflected in Curtin's current practice, including that Curtin does not use non-disclosure agreements in relation to gender-based violence matters, disclosers are not required to keep their experiences confidential and that students are encouraged to access support services, health professionals and external support. The review also identified opportunities to further embed the report's recommendations through future policy, procedural and operational review and updates.

In response to the findings of this review, and to ensure the recommendations from the report are appropriately embedded within Curtin's gender-based violence framework, Curtin is committed to:

- make confidentiality requirements clear in relevant policies, procedures and guidance in a trauma-informed way, including how confidentiality supports safety, wellbeing and procedural fairness;
- ensure that these policy documents release students from confidentiality requirements at the end of the process;
- explicitly state in policy documents that confidentiality requirements do not prevent students or staff from accessing support from trusted persons, health professionals, legal advisers, external support services or external complaint bodies, including the National Student Ombudsman;
- distinguish between confidentiality attached to the management of a disclosure, formal report or complaint process, and an individual's ability to speak about their experience of gender-based violence and its impact on them;
- continue to not use non-disclosure agreements in relation to gender-based violence matters, except where requested by the discloser and permitted under the National Code;
- provide plain-language guidance for students that explains confidentiality requirements, when they apply, available support options, and pathways to legal advice and external complaint avenues;

- review complaint-handling, case management and record-keeping arrangements to support appropriate documentation, data capture and review of historical information to identify trends, monitor outcomes and inform continuous improvement; and
- build staff capability to understand and apply confidentiality requirements in a way that is trauma-informed, procedurally fair and consistent with Curtin's gender-based violence framework.

These commitments will be implemented through ongoing policy, procedural and operational review. In line with the Statement of Regulatory Expectations: Confidentiality, Non-Disclosure Agreements and Compliance with the National Code, Curtin will monitor and document the implementation of these improvements. Reporting on confidentiality practices, complaint mechanisms and responses to gender-based violence will be provided to Council to support its oversight of compliance with legal obligations, trauma-informed practice and regulatory expectations.



Evidence and Data Review Analysis

Curtin's Plan is grounded in evidence, combining national research, sector data and internal insights to inform the Plan's priorities.

- Findings from the 2021 National Student Safety Survey (NSSS), internal reports and Curtin-led research on gender equity, trauma-informed practice and gender-based violence prevention.
- Annual gender-based violence reporting and disclosure data
- Student Wellbeing and Psychological and Counselling services utilisation and trend analysis.
- Respectful Relationships student training package efficacy surveys.
- Analysis of systemic risk areas, particularly in off-campus learning, placements and partner-managed accommodation.
- Mapping of policies, procedures and systems against the National Higher Education Code to ensure compliance and continuous improvement.
- Analysis of de-identified operational data relating to disclosures and formal reports, including available information about reporting pathways, management responsibilities, investigation status, outcomes, trends and data quality.
- Process mapping and case review findings relating to the management of disclosures and formal reports, including referral pathways, support pathways, investigation processes, information-sharing and governance arrangements.
- Consultation with operational stakeholders, governance stakeholders and Curtin subject matter experts in gender-based violence prevention and response.

The evidence and data review confirmed that Curtin's existing foundations are strong, while highlighting opportunities to strengthen data coordination, risk management and reporting across operational areas.

Systemic Analysis

To address identified risks and ensure prevention and response measures are effective across learning, working and living contexts, Curtin undertook a systemic review and analysis of its responses to disclosures and formal reports of gender-based violence. The review considered how disclosures and formal reports are received, triaged, referred, supported, investigated, recorded and monitored across relevant areas of the University.

The review included:

- consultation with operational and governance stakeholders across the University, including areas responsible for receiving, managing or supporting responses to disclosures and formal reports;
- consultation with Curtin subject matter experts in gender-based violence prevention and response;
- process mapping to document reporting pathways, referral and triage processes, incident assessment, support pathways, investigation processes, case management responsibilities, and associated data collection points;
- analysis of de-identified operational data relating to disclosures and formal reports received by relevant student, staff and accommodation areas;
- assessment of how information moves between business areas, including coordination, handover, escalation and data capture points; and
- multidisciplinary case review workshops involving representatives from key operational and decision-making areas responsible for managing and responding to gender-based violence disclosures and formal reports.





Building on the findings of the whole-of-organisation assessment, the review identified opportunities to strengthen:

- coordination and information-sharing across operational areas
- clarity of roles, responsibilities and escalation pathways
- consistency in response pathways and case management practices
- data capture, case recording and reporting
- accessibility of reporting and support pathways
- staff capability in responding to disclosures and formal reports

Curtin's approach to responding to disclosures and formal reports builds on a strong foundation of existing capability, including specialist support services, research expertise, and a sustained commitment to creating safe, respectful and inclusive environments. The assessment confirmed that Curtin's trauma-informed support mechanisms are robust and effective. Aligning to best practice approaches, the review identified opportunities to enhance awareness and accessibility of support and reporting pathways, information-sharing across services, improving data capture, reporting and trend analysis, enhancing workforce capability, and supporting more informed decision-making, oversight and continuous improvement.

Curtin acknowledges that no single program has yet proven universally effective in preventing gender-based violence. As community needs, evidence and sector expectations evolve, Curtin remains committed to reviewing, evaluating and strengthening its approach to ensure initiatives remain effective, responsive and aligned with leading practice. Curtin's research expertise and ongoing contribution to policy, practice and sector improvement further support this commitment, helping to ensure implementation continues to be informed by emerging evidence and lessons learned.

To support implementation and continuous improvement, Curtin maintains governance arrangements that provide oversight, accountability and mechanisms for monitoring progress. In 2026, the Vice-Chancellor-led Gender-Based Violence Taskforce transitioned to a Senior Executive Gender-Based Violence Governance Group comprising of the Chief People Officer, Chief Operating Officer and Deputy Vice-Chancellor Academic, recognising that many of the actions within this Plan sit across their respective portfolios.

The Senior Executive Governance Group is supported by an Operational Working Group comprising senior representatives from Student Life and Community, Legal Services, Risk and Compliance, People and Culture, Health and Safety, Corporate Communications, Accommodation, Safer Community Team, Research and The Student Guild. The Working Group coordinates implementation activities, monitors progress against actions and outcomes, identifies implementation issues and emerging risks, and provides advice and reporting to support effective delivery of the Plan.

Our Approach

Over many years, Curtin has taken meaningful steps to promote safety and wellbeing, with a particular focus on preventing and responding to gender-based violence. The University's prevention and response measures are embedded across policy, education and support frameworks, reflecting both depth of experience and institutional expertise.

Curtin acknowledges that there is always more to do to improve awareness, reporting clarity and trust across the University community. The Plan builds on strong foundations and aligns with national reforms that clarify the responsibilities of higher education providers, including the *Respect. Now. Always.*, *Universities Accord*, and the *National Higher Education Code to Prevent and Respond to Gender Based Violence*.

Curtin adopts a trauma-informed, person-centred and inclusive approach to preventing and responding to gender-based violence. We recognise that the impacts of gender-based violence, and experiences of seeking support, making disclosures and engaging with response processes, may differ across our community. We are committed to ensuring that prevention, response and support measures are responsive to diverse needs and circumstances, particularly for individuals and groups who may be disproportionately affected by gender-based violence or face additional barriers to support. These principles underpin the design, implementation, governance and continuous improvement of this Plan.

Curtin's foundations include: Governance and Leadership

Curtin's governance and specialist structures reinforce accountability and whole-of-University responsibility for student and staff safety.

- Curtin University Council governs under the Curtin University Act 1966 (WA), ensuring compliance and accountability.
- The Council was briefed on the Code in August 2025; the Senior Executive Team received a full briefing in June 2025.
- Respect at Curtin Specialist Advisory Committee (2022-2024) replaced the earlier RNA Steering Committee.
- Vice-Chancellor-led Gender-based Violence Taskforce (2025) drives whole-of-institution accountability and implementation of the National Higher Education Code.

Prevention and Capability Building

Curtin's prevention framework will continue to focus on equipping students and staff with the knowledge and confidence to build a respectful culture, centred on education, awareness and training. Current measures include:

- **Mandatory Respectful Relationships Training:** Required for all students within four weeks of enrolment. Covers consent, respectful communication, bystander action and support options. Developed with input from the Student Guild, Curtin Sexology experts, Student Equity and Inclusion, Counselling Services and WA Sexual Assault Resource Centre.
- **Trauma-Informed Training for Frontline Responders:** Equips staff who handle disclosures with practical, trauma-informed and psychosocial safety skills. Delivered under Work Health and Safety Act 2020 (WA) and Higher Education Standards Framework 2021 obligations.
- **Respectful Relationships and inclusion content** embedded into orientation, leadership programs and curriculum touchpoints
- **Curtin's Bystander Program, Respect in the Workplace and Gendered Violence Prevention**, equips staff with the tools to interrupt harmful behaviour through effective bystander skills.
- **Peer-led initiatives and campaigns** that promote safety, inclusion and shared responsibility.
- **Collaboration with accommodation providers and placement partners** to extend prevention efforts beyond campus.

Curtin recognises that while significant progress has been made to build awareness, skills and confidence there is an ongoing need to strengthen our capabilities and reach. Our education-first approach aims to empower individuals and reinforce shared accountability for safe and respectful behaviour.



Response, Support and Reporting

Curtin’s planning integrates national standards with comprehensive support and response systems. Our support network is mature and well-established, with identified improvements focused on data systems rather than frontline practice, which is already strong.

Current supports and systems include:

Multiple reporting channels (online, in person, phone, email) including anonymous options handled sensitively.

- Clear escalation pathways via the Safer Community Team (SCT) and Integrity Standards Unit (ISU) and People and Culture for confidential advice and case management.
- Student Safer Community Response Group for coordination of complex cases.
- Introduction of a Student Complex Case Manager to further ensure trauma-informed, person-centred support.
- Respondents are provided clear guidance on rights and responsibilities under Curtin’s General Misconduct Rules and relevant Enterprise Bargaining Agreement.
- Internal student supports include Student Wellbeing Advisory Service, Psychological and Counselling Services, and Student Guild’s Student Assist.
- Internal Staff supports include People and Culture, Employee Wellbeing Team and Employee Assistance Program.
- External partnerships with SARC and 1800Respect provide access to emergency and after-hours services.
- Accommodation providers conduct risk assessments within 48 hours of a disclosure and implement safety plans, which may include relocation.
- Residential Advisors receive training in responding to disclosures, referral pathways, student safety and bystander intervention.
- Physical safety measures: secure card access, lighting, emergency phones and the SafeZone security app.
- 24/7 Safer Community Team presence ensures on-campus emergency response, escorts and welfare checks.
- Inclusive services through the Curtin Ally and Queer Department supports LGBTQIA+ staff and students, grounded in an intersectional understanding.
- Indigenous Counsellors available to provide tailored support to Indigenous students.

Continuous Improvement and Evidence Leadership

The Plan will be implemented through a continuous improvement framework, with actions monitored, evaluated and adapted to remain practical and effective. Curtin’s work is informed by data, evaluation and research to drive continuous improvement:

- Monitoring progress against the Action Plan, Outcomes Framework and National Code requirements through established governance and reporting arrangements including the Senior Executive Governance and Operational Working Group to assess progress and impact.
- Bi-annual reporting to the Senior Executive Team and Council on implementation progress, outcomes, trends and emerging issues.
- Ongoing collection, analysis and use of data from disclosures, formal reports, surveys, case reviews and support services to identify trends, emerging risks and opportunities for improvement.
- Review and refinement of policies, procedures, guidance and training informed by evidence, evaluation findings and lessons learned aligned with the requirements of the National Code.
- Research leadership through the Centre for Equity and Vulnerability Research (CEVAW) and Gender Research Network (GRN), contributing to national evidence, policy and best practice.
- Participation in sector partnerships, networks and collaborative initiatives that support shared learning and advance collective progress.
- Structured reviews of de-identified cases to identify what is working well, emerging risks and lessons learned.



This evidence-based approach ensures Curtin’s actions remain current, effective and responsive to emerging needs.

- **2016** - Universities Australia (UA) conducts first National Student Safety Survey (NSSS); launches Respect. Now. Always (RNA) campaign.
- **2017** - Curtin establishes the Respect. Now. Always. (RNA) Steering Committee and Sexual Assault and Sexual Harassment Action Plan.
- **2018** - Curtin launches the 2018–2021 Athena Swan Action Plan.
- **2019** - Curtin Sexual Assault and Sexual Harassment Prevention Policy approved; Curtin publishes first RNA Annual Report; Curtin introduces WA’s first tailor-made, mandatory training programme for students, Respectful Relationships.
- **2021** - Curtin refreshes Respectful Relationships training; Curtin participates in second UA NSSS; WA Government releases Stronger Together: Second Action Plan.
- **2022** - Curtin establishes Respect at Curtin Specialist Advisory Committee (replacing RNA Committee).

- **2023** - Universities Accord announced; UA releases Charter on Sexual Harm.
- **2024** - Curtin appoints Respect @ Curtin Programme Lead and student-focused GBV Working Group.
- **2025** - Curtin establishes VC-led Gender-based Violence Taskforce; Curtin publishes revised Student Charter; Universities Accord (National Higher Education Code to Prevent and Respond to GBV) Bill 2025 passes.



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

Curtin University is committed to taking a whole-of-organisation approach to the prevention of and response to gender-based violence. We strive to ensure that all members of our community live, learn and work in an environment that is safe, respectful and free from gender-based violence. This Action Plan reflects our commitment to creating systemic change and prioritising safety and support across all aspects of university life. The actions outlined in this plan have been developed in alignment with the National Higher Education Code and formulated through consultation with staff, students and subject matter experts. Curtin will continue to review and refine these actions to ensure they are responsive to emerging needs and improved practice.

Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to gender-based violence		
Curtin’s governance structures already embed shared responsibility for safety and wellbeing across the institution. Through continued leadership oversight and cross-functional collaboration, we will sustain a culture where accountability, transparency and care guide decisions and actions.		
Action	Responsible	Timeline
1.1. Establish a governance structure to oversee the design, delivery, implementation and continuous improvement of Curtin's Gender-Based Violence Prevention and Response Plan. 1.1.1. Establish an Operational Working Group to coordinate implementation activities, monitor progress against actions and outcomes, identify implementation risks and issues, and refer strategic matters to the Governance Group for oversight and decision-making. 1.1.2. Establish a senior executive Governance Group to provide strategic oversight, decision-making and accountability for implementation of the Plan, and report to the Vice-Chancellor on progress and outcomes.	Chief People Officer, Chief Operating Officer, Deputy Vice-Chancellor Academic	1.1.1. March 2026 1.1.2. July 2026
1.2. Establish reporting and accountability mechanisms to support oversight of the Gender-Based Violence Prevention and Response Plan. 1.2.1. Include gender-based violence as a standing six-monthly agenda item for the Senior Executive Team, supported by de-identified trend reporting, case studies and implementation updates. 1.2.2. Provide the Senior Executive Team with briefings on emerging risks, legislative developments, sector trends and best practice relating to gender-based violence. 1.2.3. Provide six-monthly reporting to Council on implementation of the Gender-Based Violence Prevention and Response Plan, including progress against the Outcomes Framework and analysis of de-identified gender-based violence data and trends.	Vice Chancellor, Chief People Officer	Ongoing

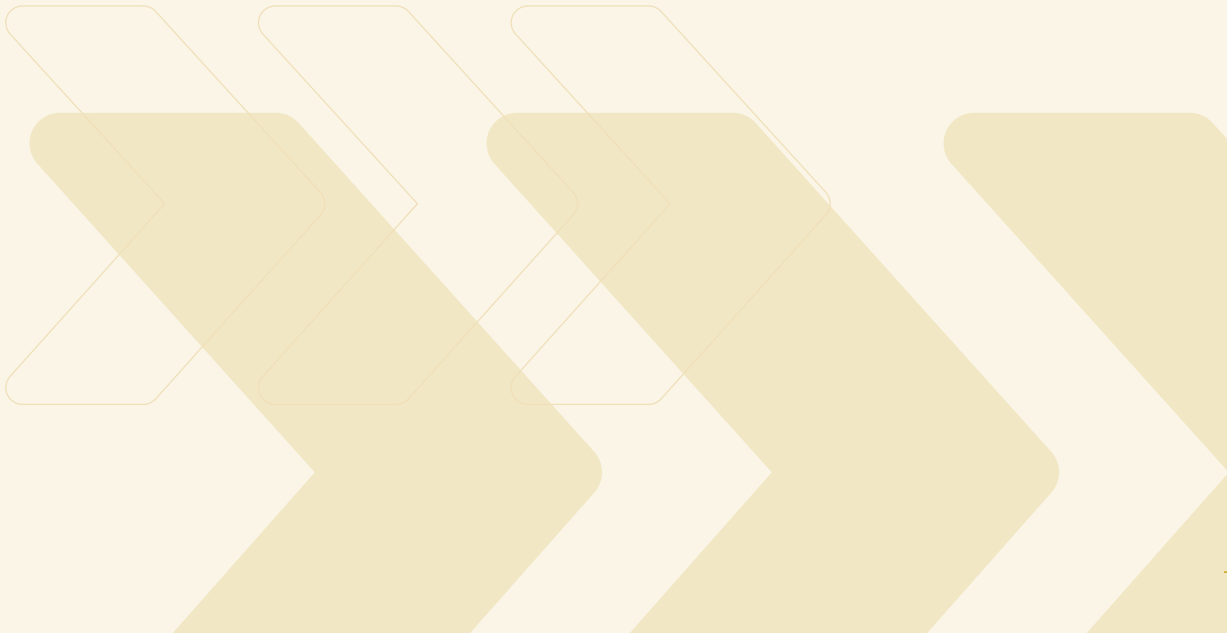
Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to gender-based violence

Curtin's governance structures already embed shared responsibility for safety and wellbeing across the institution. Through continued leadership oversight and cross-functional collaboration, we will sustain a culture where accountability, transparency and care guide decisions and actions.		
Action	Responsible	Timeline
1.3. Establish and maintain an integrated policy framework that embeds clear expectations, responsibilities and institutional approaches to addressing gender-based violence across the University. 1.3.1. Develop and publish a Gender-based Violence Prevention and Response Policy and staff and student Procedures on the prevention, response and reporting of gender-based violence. The Policy and Procedures will be informed by consultation with students, staff, subject matter experts and those with lived experience of gender-based violence. 1.3.2. Review and update confidentiality provisions within gender-based violence policies, procedures and related complaints processes to align with the National Student Ombudsman's Can I Talk About This? report and the Statement of Regulatory Expectations: Confidentiality, Non-disclosure Agreements and Compliance, and remove provisions that may restrict people from discussing their experiences or accessing support. 1.3.3. Conduct a post-implementation review of the Gender-based Violence Prevention and Response Policy and associated Procedures, with ongoing review and amendment undertaken through Curtin's standard three-year policy review cycle. 1.3.4. Review relevant University policies and procedures to identify areas requiring alignment with the Gender-based Violence Prevention and Response Policy and Procedures and incorporate amendments into scheduled policy review cycles. 1.3.5. Review and update, as required, Higher Degree by Research agreements, supervision frameworks, fieldwork and work integrated learning agreements, and associated policies, procedures and handbooks to clearly articulate Curtin's expectations for preventing, responding to and reporting gender-based violence.	Chief People Officer, Chief Operating Officer, Deputy Vice-Chancellor Academic, Deputy Vice-Chancellor Research, Provost	1.3.1. January 2026 1.3.2. June 2027 1.3.3. June 2027 1.3.4. June 2027 1.3.5. July 2028
1.4. Conduct an annual review of Curtin's National Code gap analysis, whole-of-organisation assessment and Action Plan implementation to identify gaps, emerging risks and improvement opportunities, and update priorities and actions accordingly.	Chief People Officer, Chief Operating Officer, Deputy Vice-Chancellor Academic	Annual review
1.5. Establish ongoing consultation and feedback mechanisms to inform implementation, monitoring and continuous improvement of the Plan, including engagement with students, staff, residential communities, representative groups, equity cohorts, subject matter experts and people with lived experiences.	Chief People Officer, Deputy Vice-Chancellor Academic, Deputy Vice-Chancellor Research	Ongoing
1.6. Allocate appropriate resources to support implementation of the Plan and strengthen prevention, response and capability-building initiatives in high-risk settings.	Senior Executive Team	Ongoing

Environments are safe, and systems continuously improve to prevent and respond to gender-based violence		
Curtin's campuses, on campus student accommodation and digital spaces are supported by mature safety systems and proactive risk management. Building on these strengths, we will continue to refine our practices through evidence, feedback and innovation to ensure our environments remain safe and inclusive.		
Action	Responsible	Timeline
2.1. Conduct a campus-wide physical safety review that includes lighting, CCTV coverage, and emergency call points and develop and implement an improvement plan if necessary.	Chief Operating Officer	February 2027
2.2. Embed safety and support information, including emergency contacts into the SafeZone app.	Chief Operating Officer	March 2027
2.3. Undertake further assessment of higher-risk environments and activities, including student accommodation, research and supervision settings, placements, fieldwork, work-integrated learning, online and digital environments and other University-related activities, to inform ongoing refinement of prevention, reporting, support and safety measures.	Deputy Vice-Chancellor Academic, Chief People Officer, Deputy-Vice Chancellor Research, Provost	July 2028

Build knowledge and capability to safely and effectively prevent and respond to gender-based violence		
Curtin already has strong foundations in education and awareness, with sector-leading research, training and expertise informing our approach. We will continue to expand and utilise this capability, empowering and informing the community to act with confidence, respect and care.		
Action	Responsible	Timeline
3.1 Establish a Gender-based Violence training matrix to support trauma-informed responses to gender-based violence, informed by a training needs analysis and tailored to role-specific responsibilities across the University. 3.1.1. Deliver Senior Executive leadership training that outlines leaders' responsibilities under the National Code, and their role in preventing and responding to gender-based violence. 3.1.2. Assess requirements across different staff cohorts, including leaders, supervisors, academic staff, professional staff, frontline support services, Higher Degree by Research supervisors, and staff working in higher-risk environments or activities. 3.1.3. Engage staff and student equity cohorts, representative groups and subject matter experts in the design, delivery and review of training and capability-building initiatives. 3.1.4. Deliver yearly role-specific training for staff with formal responsibilities under the University's gender-based violence response framework, including support, case management and investigation, and establish mechanisms to monitor participation and completion. 3.1.5. Develop and implement foundational gender-based violence e-learning for all staff, covering the drivers of gender-based violence, respectful relationships, ethical bystander action, trauma-informed responses to disclosures, and available support and reporting pathways. 3.1.6. Deliver a tiered suite of evidence-informed education and training programs tailored to the responsibilities of leaders, supervisors, student-facing staff and other identified cohorts. 3.1.7. Periodically review, evaluate and refresh foundational, role-specific and prevention programs to ensure they remain aligned with evidence, National Code guidance, and identified capability needs and evaluation findings.	Chief People Officer	3.1.1. April 2026 3.1.2. August 2026 3.1.3. Ongoing 3.1.4. Ongoing 3.1.5. February 2027 3.1.6. March 2028 3.1.7. Ongoing

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Action	Responsible	Timeline
3.2. Continue to deliver mandatory Respectful Relationships modules for students, ensuring content remains aligned to National Code requirements, is evidence-informed and aligned with prevention campaigns. Evaluate program effectiveness and use feedback from students, subject matter experts, and evaluation data to inform continuous improvement.	Deputy Vice-Chancellor Academic	December 2027
3.3. Develop and implement an evidence-based communication and engagement strategy to promote respectful relationships and increase awareness of gender-based violence, available support services, reporting pathways, and University expectations and processes. 3.3.1. Publish a statement from the Vice-Chancellor on the University website reaffirming Curtin's commitment to preventing and responding to gender-based violence. 3.3.2. Develop a targeted, evidence-based communications and engagement campaign co-designed with students, equity cohorts and student representative bodies, to promote respectful relationships, strengthen awareness of gender-based violence, reporting and support options, and address issues such as technology-facilitated gender-based violence. 3.3.3. Develop plain-language resources for staff and students outlining support options, reporting pathways, investigation processes and what to expect when seeking support or making a report. 3.3.4. Develop plain-language guidance explaining confidentiality, privacy and information-sharing arrangements, including what confidentiality means in practice and any limitations to confidentiality. 3.3.5. Develop plain-language information for student and staff respondents outlining investigation processes, available support services, confidentiality and privacy arrangements, and what to expect during an investigation process. 3.3.6. Develop guidance for Line Managers, Heads of School, supervisors and Course Coordinators on how to listen, support and connect individuals with appropriate services and pathways.	Chief Operating Officer, Chief People Officer, Deputy Vice-Chancellor Academic, Chief Legal Officer	3.3.1. February 2026 3.3.2. April 2026 3.3.3. December 2026 3.3.4. December 2026 3.3.5. March 2027 3.3.6. March 2027



Build knowledge and capability to safely and effectively prevent and respond to gender-based violence		
Curtin already has strong foundations in education and awareness, with sector-leading research, training and expertise informing our approach. We will continue to expand and utilise this capability, empowering and informing the community to act with confidence, respect and care.		
Action	Responsible	Timeline
3.4. Review, update and maintain digital information and resources on gender-based violence, support services, reporting pathways and University processes across online platforms. 3.4.1. Conduct a review of University websites, intranet pages and digital resources to identify inconsistencies, duplication and gaps in information relating to gender-based violence, support services, reporting pathways and University processes. 3.4.2. Update public-facing website content to provide clear, accessible and consistent information on gender-based violence, support services, reporting pathways, policies, procedures and external specialist services. 3.4.3. Update staff-facing digital resources, including Staff Portal pages and the Supporting Students Hub, to provide guidance on supporting staff and students, responding to disclosures, reporting pathways, referral options and available support services. 3.4.4. Conduct periodic reviews of website, intranet and digital content to maintain accurate and consistent information across University platforms.	Chief People Officer, Deputy Vice-Chancellor Academic	3.4.1. April 2026 3.4.2. April 2026 3.4.3. June 2026 3.4.4. Ongoing
3.5. Publish GBV-related policies as webpages in the Curtin Policy Library so users can access browser-based translation tools.	Chief Operating Officer	May 2027

Responses and support services are safe, timely and person-centred		
Curtin's response systems are well-established, with skilled, trauma-informed teams providing coordinated and compassionate support when incidents occur. Our focus now is on enhancing the clarity and consistency of documented processes to ensure that every response remains timely, transparent and trusted.		
Action	Responsible	Timeline
4.1. Implement a university-wide case management system (to replace multiple existing systems) for managing gender-based violence disclosures and formal reports, strengthen coordination across responsible business areas, maintain privacy and confidentiality in accordance with the National Code and relevant legislation, and enable de-identified reporting under the gender-based violence reporting framework. 4.1.1. Establish interim information-sharing, privacy, confidentiality and case management arrangements until implementation of the university-wide system is complete.	Chief People Officer, Chief Operating Officer, Deputy Vice-Chancellor Academic	4.1 February 2028 4.1.1. May 2027
4.2. Establish and implement a coordinated risk assessment and safety planning framework to identify, assess, manage and monitor risks associated with gender-based violence disclosures and formal reports. 4.2.1. Document risk assessment and safety planning processes for responsible business areas. 4.2.2. Develop guidance to support supervisors, line managers, faculty staff and other staff outside formal disclosure and report management processes to identify risks and escalate safety concerns. 4.2.3. Periodically review and update risk assessment processes, tools and guidance to reflect trauma-informed practice, emerging risks and lessons identified through case reviews.	Chief Operating Officer, Chief People Officer, Deputy Vice-Chancellor Academic	4.2.1. April 2026 4.2.2. July 2027 4.2.3. Ongoing

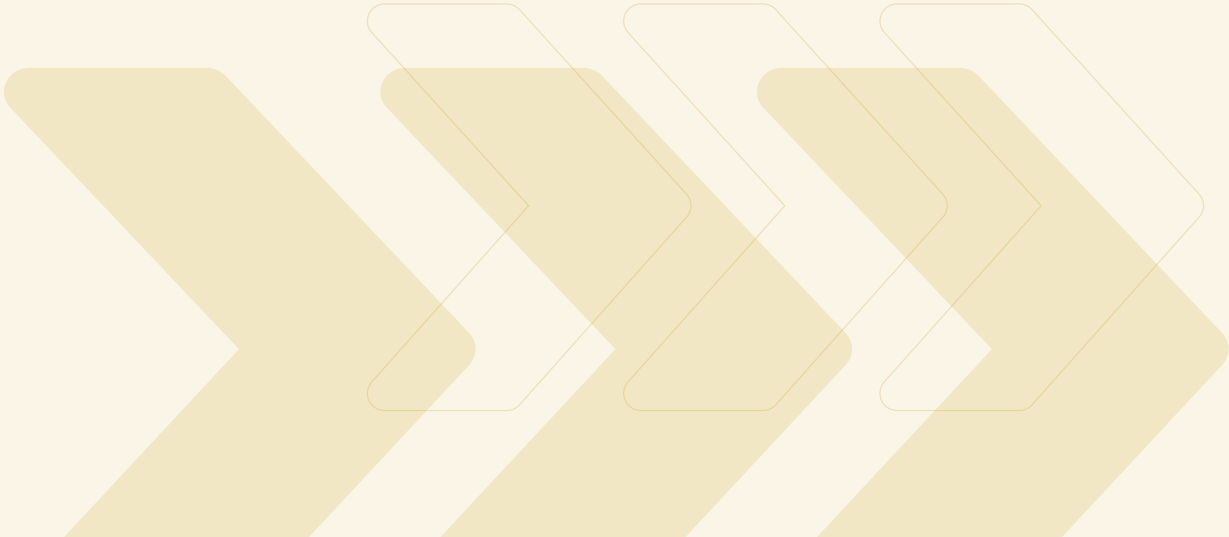
Responses and support services are safe, timely and person-centred		
Curtin's response systems are well-established, with skilled, trauma-informed teams providing coordinated and compassionate support when incidents occur. Our focus now is on enhancing the clarity and consistency of documented processes to ensure that every response remains timely, transparent and trusted.		
Action	Responsible	Timeline
4.3. Define, document and communicate roles, responsibilities, decision-making authorities and processes for formally managing and responding to gender-based violence disclosures and formal reports including at: - Triage: initial assessment and risk identification; - Support: provision of trauma-informed support and adjustments; - Investigation: management of formal reports and disciplinary processes; and - Closure: outcome management, documentation and ongoing support and follow-up.	Chief People Officer, Deputy Vice-Chancellor Academic, Chief Operating Officer	July 2027
4.4. Establish an escalation framework for high-risk and complex gender-based violence matters, with clear escalation thresholds, decision-making authority and responsibilities for managing escalated matters.	Chief People Officer, Deputy Vice-Chancellor Academic, Chief Operating Officer	August 2027
4.5. Establish a Gender-based Violence Response Network of trained staff across faculties and professional services, operating under a structured framework with supported by formal training.	Chief People Officer, Provost	January 2029
4.6. Review and update, as appropriate, gender-based violence disclosure and formal reporting pathways (email, phone, online and in-person) so that students, staff and third parties understand how to make a disclosure, submit a formal report (including an anonymous report) or access support, informed by engagement with people with lived experience, groups disproportionately affected by gender-based violence, and Curtin's gender-based violence experts.	Chief Operating Officer, Chief People Officer, Deputy Vice-Chancellor Academic	September 2027
4.7. Review, implement and continuously monitor the student support model to provide priority access to specialist support, appropriately qualified practitioners, and clear counselling and referral protocols.	Deputy Vice-Chancellor Academic	December 2026
4.8. Establish a process for professional supervision and debrief sessions for staff involved in gender-based violence responses, to promote reflective practice, continuous improvement and proactive management of psychosocial harm risks.	Chief Operating Officer, Chief People Officer, Deputy Vice-Chancellor Academic	December 2026
4.9. Conduct six-monthly case review sessions with teams responsible for formally managing gender-based violence disclosures and formal reports, using walkthroughs of matters to identify lessons learned, review practice and inform continuous improvement.	Chief People Officer, Deputy Vice-Chancellor Academic, Chief Operating Officer	Ongoing



Use evidence to approach, measure change and contribute to the national evidence-base		
Our decisions are grounded in insight, evaluation and transparency. By continuing to work with gender-based violence prevention and response experts, and collect and share robust data, Curtin will strengthen national understanding of what works and demonstrate genuine progress toward cultural and behavioural change.		
Action	Responsible	Timeline
5.1. Establish a consistent, University-wide approach to collecting, recording and managing gender-based violence disclosure and formal report data to support National Code reporting, trend analysis, risk monitoring and institutional decision-making.	Chief People Officer, Deputy Vice-Chancellor Academic, Chief Operating Officer	February 2027
5.2. Use data from disclosures, formal reports, case reviews, surveys and support services to identify trends, emerging risks and systemic issues, and to inform prevention priorities, service planning, resource allocation, policy development and ongoing refinement of Plan.	Chief People Officer, Deputy Vice-Chancellor Academic, Chief Operating Officer	Ongoing
5.3. Engage in collaborative forums with universities, government and regulatory bodies, contributing through leadership roles, presentations, and sharing resources that support sector-wide improvements and policy development	Chief People Officer, Deputy Vice-Chancellor Academic, Deputy Vice-Chancellor Research	Ongoing
5.4. Maintain and develop active partnerships with key networks and associations, including the WA Universities for Respect, Safety and Inclusion network and the Australian and New Zealand Student Services Association (ANZSSA).	Chief People Officer, Deputy Vice-Chancellor Academic	Ongoing

Student accommodation is safe for all students and staff (where relevant)		
Safe and inclusive living environments are central to student wellbeing and success. Curtin will continue to embed respect, accountability and partnership across residential settings, ensuring students feel secure and supported.		
Action	Responsible	Timeline
6.1. For Curtin-operated accommodation, conduct bi-annual GBV and accommodation safety risk assessments at Agricola, including lighting, CCTV, secure access, isolated areas, visitor access and after-hours risks. Implement and track safety improvements and corrective actions arising from assessments.	Chief Operating Officer	Ongoing
6.2. For Curtin-operated accommodation, maintain documented procedures for responding to GBV disclosures and formal reports. Complete a risk assessment within 48 hours of a disclosure or formal report, prioritising the safety of the discloser, residents and accommodation staff. Develop and implement safety plans, including relocation, welfare support, access restrictions and emergency referrals where required.	Chief Operating Officer	Ongoing
6.3. For Curtin-operated accommodation, ensure accommodation staff and Residential Advisors receive mandatory GBV prevention and response training, including trauma-informed and student-centred responses, responding to disclosures, referral pathways, bystander intervention and emergency escalation.	Chief Operating Officer	Ongoing
6.4. For Curtin-operated accommodation, deliver GBV prevention, respectful behaviour and student safety education through induction, residential programming and communications. Clearly communicate reporting pathways, emergency contacts, SafeZone and available support services to residents.	Chief Operating Officer	Ongoing
6.5. For Curtin-operated accommodation, maintain conduct requirements that address GBV related misconduct and establish appropriate disciplinary responses. Ensure behavioural expectations are communicated to residents.	Chief Operating Officer	December 2026

Student accommodation is safe for all students and staff (where relevant)		
Safe and inclusive living environments are central to student wellbeing and success. Curtin will continue to embed respect, accountability and partnership across residential settings, ensuring students feel secure and supported.		
Action	Responsible	Timeline
6.6. For Curtin-operated accommodation, maintain coordinated referral pathways with Curtin Counselling, Student Wellbeing, Safer Communities and specialist external services. Monitor student awareness, prevention participation, incident	Chief Operating Officer	Ongoing
6.7. For non-Curtin operated accommodation, establish formal governance arrangements that clarify responsibilities, information sharing, reporting, escalation and cooperation requirements for GBV prevention and response.	Chief Operating Officer	December 2026
6.8. For non-Curtin operated accommodation, require accommodation providers to maintain, implement and publish Whole-of-Organisation GBV Prevention and Response Plans aligned with the National Code, and provide Curtin with evidence of implementation and effectiveness.	Chief Operating Officer	December 2026
6.9. For non-Curtin operated accommodation, conduct an annual review of provider compliance, governance effectiveness, risk trends, escalation processes and continuous improvement actions under Standard 7.2.	Chief Operating Officer	December 2026
6.10. For non-Curtin operated accommodation, require providers to maintain effective disclosure, escalation, risk assessment, safety planning and incident response processes, including completion of risk assessments within 48 hours of a disclosure or formal report, and timely escalation of critical or high-risk matters to Curtin.	Chief Operating Officer	Ongoing
6.11. For non-Curtin operated accommodation, require evidence of provider staff GBV capability, prevention education and communication of reporting and support pathways, including appropriate information for residents and accommodation staff.	Chief Operating Officer	Annual
6.12. For non-Curtin operated accommodation, maintain coordinated referral pathways between providers and Curtin Counselling, Student Wellbeing and Safer Communities, including promotion of specialist external services, supporting culturally safe, accessible, inclusive and trauma-informed responses.	Chief Operating Officer	Ongoing
6.13. For non-Curtin operated accommodation, monitor provider implementation, effectiveness, incident trends, risk assessments, training, student engagement and corrective actions through governance reporting. Escalate significant or systemic risks and track unresolved actions through Curtin governance processes.	Chief Operating Officer	Ongoing
6.14. For non-Curtin operated accommodation, conduct an annual review of provider compliance, governance effectiveness, risk trends, escalation processes and continuous improvement actions under Standard 7.2.	Chief Operating Officer	Annual



Outcomes Framework

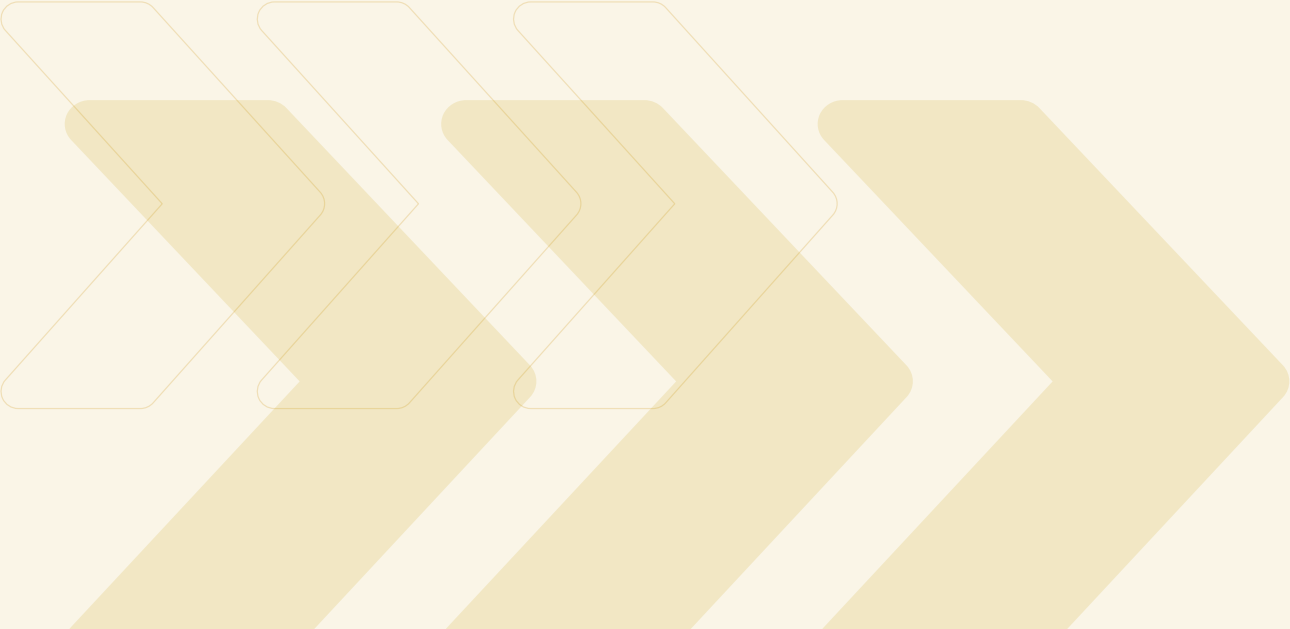
This Outcomes Framework supports the Gender-Based Violence Prevention and Response Action Plan and aligns with the seven standards of the National Higher Education Code. It provides a structure for accountability, transparency and continuous improvement across all areas of the University's prevention and response work.

In determining indicators and measures of impact, this framework represents our starting point. We recognise that the development of meaningful, evidence-informed measures takes time and ongoing collaboration and we will continue to refine these as our data maturity and sector alignment evolve. While progress across the Australian landscape has been gradual, Curtin remains committed to contributing actively to national improvement and building a stronger, more consistent evidence base over time.

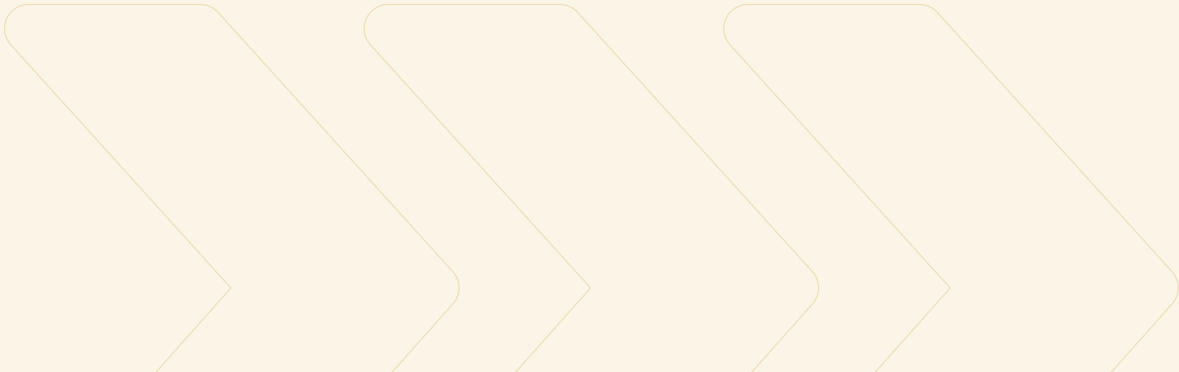
Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Effective governance, accountability and institutional leadership support safe, trauma-informed prevention and response to gender-based violence	Strengthened governance and transparent oversight of gender-based violence prevention and response	Governance structure established to oversee design, delivery, implementation and continuous improvement of the Plan	- Operational Working Group and Governance Group operational - Number of meetings held - Meeting Agenda
	Clear reporting and accountability mechanisms support senior executive and Council oversight	Gender-based violence reporting and updates are embedded in Senior Executive Team and Council reporting cycles	- Gender-based violence included as part of Senior Executive Team agenda item - Bi-annual reports submitted to the Senior Executive Team - Bi-annual report submitted to Council - Council agenda
	A clear and integrated policy framework embeds Curtin's expectations, responsibilities and institutional approach to gender-based violence	Gender-based Violence Prevention and Response Policy, staff and student Procedures, and related policy alignment activities are developed and published	- Gender-based Violence Prevention and Response Policy and staff and student Procedures published - Consultation with students, staff, subject matter experts and people with lived experience documented - Confidentiality provisions reviewed and updated - Post-implementation review completed - Ongoing review and amendment undertaken through Curtin's standard three-year policy review cycle - Updates made to relevant policies and procedures
	Continuous review strengthens National Code alignment, risk identification and implementation maturity	Annual review process completed to assess gaps, emerging risks and progress against the Plan	- Gap analysis conducted - Progress against identified gaps documented - Roadmap to address gaps
	Gender-based violence expertise informs evidence-based design, implementation, monitoring and continuous improvement	Curtin researchers, practitioners, sector partners and external experts are engaged in prevention and response initiatives	Records of engagement or research activity maintained
	Resourcing supports implementation, capability-building and higher-risk prevention and response priorities	Resources are allocated to support implementation of the Plan and priority areas of risk	- Implementation resourcing monitored through governance processes - Resources reflected in annual plans

Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Physical and programmatic environments across campuses, placements and digital settings are safe and inclusive	Campus environments are reviewed and controls implemented to improve safety	Campus-wide physical safety review completed, and improvement plan formalise	Identified safety issues tracked to completion
	Students can access safety and support information through established safety channels	Safety and support information is embedded in the SafeZone app	- Safety and support information embedded into SafeZone - Downloads and utilisation of SafeZone - Campaign or communication metrics
	Higher-risk learning environments, activities and contexts are identified and managed through proportionate controls	Higher-risk environments are identified, with risk assessments and safety measures applied	- High-risk environments identified through organisational risk assessment - Reporting, support and safety measures documented - Forum established for best practice sharing - Forum established for best practice sharing among high-risk areas
Build knowledge and capability across the University community to prevent and respond to gender-based violence	Staff capability is built around role, responsibility, risk and evidence-informed practice	Gender-based violence training matrix established and training delivered across identified staff cohorts	- Training needs analysis completed - Learning plan finalised - Per cent of Senior Executive Leadership trained - Per cent of specialist staff trained - Per cent of university staff trained - Foundational gender-based violence e-learning launched - Engagement and feedback on learning offerings captured - Equity cohorts, and subject matter experts engaged in review of learning content documented
	Students continue to build respectful relationships knowledge through prevention education	Respectful Relationships modules are delivered, evaluated and refreshed	- Respectful Relationships module updated and re-launched - Post survey evaluation

Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Build knowledge and capability across the University community to prevent and respond to gender-based violence	Communication and engagement strengthen awareness of respectful relationships, gender-based violence, support services, reporting pathways and University expectations	Evidence-based communication and engagement strategy developed and delivered	• Communication plan and associated material finalised and delivered • Gender-based Violence experts engaged to develop material and communication provided to students • Vice-Chancellor statement published on the University website • Equity cohorts, and subject matter experts engaged in the development of content • Plain-language resources developed • NSSS survey results • Engagement with communications material • Awareness of reporting and support options • Number of campaigns delivered
	Public and internal digital resources provide clear, consistent and accessible information	Digital information and resources are reviewed, updated and maintained across university platforms	• Webpages updated for consistency of messaging and periodically reviewed • Staff Portal pages and the Supporting Students Hub updated • Periodic reviews undertaken • Engagement with online mediums
	Key policy and procedure information is available in accessible web-based formats	Webpage versions of GBV-relevant policies are published in the Curtin Policy Library	• Webpage versions of GBV-relevant policies published • Browser translation enabled
Responses and support services are safe, timely, and person-centred	Case management is coordinated, and supports de-identified reporting	University-wide case management system implemented, and interim arrangements maintained during transition	• System operational and adopted by relevant functions • Privacy and confidentiality controls established • De-identified reporting capability established • Per cent of disclosures managed within required timeframes • Per cent of follow-ups completed within agreed timeframes • Data quality (completeness, accuracy) tracked



Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Responses and support services are safe, timely, and person-centred	Risk assessment and safety planning are clear, coordinated and responsive to changing circumstances	Risk assessment and safety planning framework established and maintained	• Risk assessment and safety planning framework established and documented • Evidence of risk assessment processes, tools and guidance periodically reviewed • Per cent of cases where risk assessments were completed • Per cent of cases where safety planning was completed
	Roles, responsibilities, decision-making authorities and processes are clear across the response lifecycle	Processes for formally managing and responding to disclosures and formal reports are documented and communicated	• Roles, responsibilities, decision-making authorities and processes documented and communicated • RACI model endorsed by the Senior Executive Governance Group
	High-risk and complex matters are escalated with clear authority and accountability	Escalation framework established for high-risk and complex gender-based violence matters	• Escalation framework established with clear escalation thresholds
	A trained Gender-based Violence Response Network supports trauma-informed practice across faculties and professional services	Gender-based Violence Response Network operational and supported by formal training	• Program developed and network operational • Membership, participation and feedback monitored
	Disclosure and formal reporting pathways are accessible, inclusive and informed by those most affected	Disclosure and formal reporting pathways reviewed and updated	• Gender-based violence experts engaged to review the formal disclosure and reporting pathways • Updates or improvements to formal disclosure and reporting pathways recorded. • Awareness of reporting options monitored through student surveys, NSSS results or other feedback where available.
	Student support services provide priority access to specialist support and clear counselling and referral protocols	Student support model reviewed, implemented and continuously monitored	• Time to access support monitored • Support model monitored and evaluated for efficacy • Feedback on support services evaluated
	Staff involved in gender-based violence responses are supported through supervision, debrief and reflective practice	Professional supervision and debrief sessions established	• Supervision sessions held • Frequency of supervision and debrief sessions conducted • Staff feedback on debrief sessions captured • Learnings used to support reflective practice and continuous improvement
	Case review sessions translate practice experience into continuous improvement	Six-monthly case review sessions conducted with responsible teams	• Lessons learned documented • Actions tracked through governance or operational forums



Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Evidence is used to guide action, measure change, refine priorities and contribute to the national evidence base	Consistent data collection supports National Code reporting, trend analysis, risk monitoring and institutional decision-making	University-wide approach to collecting, recording and managing disclosure and formal report data established	- Data system implemented and operational - Reports collated and published
	Data and evidence inform prevention priorities, service planning, resourcing, policy development and Action Plan refinement	Data from disclosures, formal reports, case reviews, surveys and support services is analysed and used for planning.	- Improved accuracy and completeness of data - Data utilised to identify hotspots and inform continuous improvement
	Curtin contributes to sector-wide learning, reform and better practice	Curtin participates in collaborative forums with universities, government and regulatory bodies	- Leadership roles which represent the University in sector forums - Evidence of shared resources or policy input adopted by relevant bodies (e.g. Universities Australia)
	Partnerships and networks support shared learning and continuous improvement	Active partnerships maintained with key networks and associations	- Participation in sector initiatives, working groups, and collaborative forums with universities, government, and regulatory bodies - ANZSSA institutional membership maintained and engaged
Student accommodation is safe and aligned with Curtin's gender-based violence prevention and response expectations	Accommodation-related safety and gender-based violence risks are systematically identified, assessed and managed	Bi-annual GBV and accommodation safety risk assessments are undertaken and corrective actions implemented	- Bi-annual risk assessments completed - Safety improvements implemented - Corrective actions tracked and completed
	Students who disclose gender-based violence receive timely safety and support	Documented disclosure, risk assessment, escalation and safety planning processes are implemented and maintained	- Per cent risk assessments completed within 48 hours - Safety and support measures implemented
	Accommodation staff and Residential Advisors have the capability and knowledge to respond to gender-based violence	Training is completed by accommodation staff and Residential Advisors	- Per cent of accommodation staff trained - Per cent of Residential Advisors trained - Training participation and feedback
	Students in accommodation understand respectful behaviour expectations, support services and reporting pathways	Prevention education and information is delivered through accommodation inductions, residential programs and communications	- Student engagement with prevention information - Student awareness of support and reporting pathways
	Students in accommodation are aware of behavioural expectations, support services and reporting pathways	GBV prevention, respectful behaviour, student safety and reporting information is communicated through accommodation inductions, residential programming and ongoing communications	- Student engagement with prevention education and residential programming - Student awareness of support and reporting pathways

Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Student accommodation is safe and aligned with Curtin's gender-based violence prevention and response expectations	Students in accommodation have access to coordinated internal and external support services	Referral pathways are maintained between accommodation, Curtin support services and external specialist services	- Referral and support pathways documented - Referral information available to residents
	Curtin maintains governance arrangements with affiliated accommodation providers	Formal governance arrangements establish responsibilities, information-sharing, escalation and reporting requirements	Governance arrangements established
	Accommodation providers maintain Gender-based Violence Prevention and Response Plans aligned with the National Code	Providers maintain documented plans and report on implementation and effectiveness	- Provider plans reviewed - Evidence of implementation
	Provider compliance, governance effectiveness and risk management are regularly reviewed	Annual provider reviews are completed and improvement actions monitored	- Annual reviews completed - Governance actions tracked
	Accommodation providers maintain effective disclosure, escalation and risk management processes	Providers demonstrate implementation of reporting, risk assessment, safety planning and escalation processes	- Records of provider risk assessments - Records of escalation of high-risk matters - Evidence of safety planning processes
	Accommodation provider staff and residents receive appropriate gender-based violence education and information	Providers demonstrate staff capability and resident awareness activities	- Per cent of staff training completed - Resident education activities delivered
	Students in affiliated accommodation have access to coordinated referral and support pathways	Providers maintain referral pathways with Curtin and external specialist services	- Referrals monitored - Evidence of coordinated responses
	Governance reporting informs provider monitoring and continuous improvement activities	Incident trends, training, engagement, risk assessments and corrective actions are monitored through governance reporting	- Incident and trend reporting - Corrective actions monitored - Student/partner feedback considered - Accommodation data contributes to University reporting
	Accommodation compliance evidence supports assurance, audit readiness and continuous improvement	Evidence, records and annual reviews are maintained and reviewed	- Evidence repository - Annual reviews completed - Compliance actions tracked



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