



Addressing Gender-Based Violence

Strategic Action Plan

2023–2027

Acknowledgement of Country

RMIT University acknowledges the people of the Woi wurrung and Boon wurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the University. RMIT University respectfully acknowledges their Ancestors and Elders, past and present. RMIT also acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

For further information on the action plan and the University's activities for addressing gender-based violence, please contact:

Prevention Team

Health, Safety and Wellbeing

respect@rmit.edu.au

Content warning

This Strategic Action Plan outlines RMIT's plan for addressing gender-based violence and includes reference to sexual harm and family violence. Some readers may find this emotionally distressing. If you are affected by the subject matter outlined in this plan, please seek support at the services listed below.

1800RESPECT

Call 1800 737 732 to speak with a counsellor.

Safer Community

Within RMIT our Safer Community team are available to support staff and students in all matters relating to inappropriate and harmful behaviours including sexual harm and family violence. The Safer Community team can also help you with information on how to confidentially report gender-based violence, including sexual harm and family violence.

Phone: +61 3 9925 2396

Email: safercommunity@rmit.edu.au

Online: [Support Request Form](#)

Please note that Safer Community is not an emergency service. If you or others feel at risk or consider the situation to be an emergency, phone 000. If you are on campus, contact Campus Security.

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A message from the Vice-Chancellor

Gender-based violence is a global problem. Until significant progress is made, it will continue to undermine much positive effort in relation to injustice and inequality. At RMIT we commit to leverage our scale and influence to make a difference.



**Professor
Alec Cameron**

Vice-Chancellor
and President

The publication of the Australian Human Rights Commission (AHRC) report on sexual harm in universities turned the spotlight on our sector. Universities reflect the communities they are embedded within and have an obligation to contribute.

At RMIT we take our civic responsibility very seriously and, with regard to gender-based violence, we are determined to drive positive change within our own spaces, places and relationships, as well as influence the community beyond for the better.

We often talk about our highest goal being to graduate truly global, connected and contributing citizens. I can think of no better contribution than to make our community a safer place to be, ensuring everyone has their opportunity to thrive, and to educate our students in ways that mean they take that same determination to their careers and lives.

Importantly, the actions outlined in this strategic action plan also support international and national frameworks.

These include the United Nations' Sustainable Development Goal 5, to achieve gender equality and empower all women and girls, and the International Labour Organization's Convention 190, which aims to eliminate violence and harassment in the world of work.

Our plan is also aligned with the Australian Government's National Plan to End Violence against Women and Children 2022-2032. The National Plan highlights the opportunity for us to collectively end gender-based violence in one generation.

Our vision is to ensure our University is a safe place for all staff and students; a place where everyone feels included, respected and supported.

At RMIT, we proudly protect the right of every member of our community to learn, interact and participate in University life, free of fear and safe from harm.

Professor Alec Cameron
Vice-Chancellor and President, RMIT University

Foreword

As co-chairs of the Vice-Chancellor's Advisory Group for the Prevention of Gender-Based Violence, we are proud to work with colleagues across the University to ensure that RMIT is a safe space for all students and staff: a place where everyone feels respected, included and supported.



Mish Eastman

Deputy Vice-Chancellor
(Vocational Education)
and Vice-President

The need for this strategy is well supported by evidence from the National Student Safety Survey results and the Respect@Work report, both of which highlight the prevalence and impact of gender-based violence in educational and work settings. The strategy articulates our commitment to addressing these harms as a University community.

Importantly, this strategy and the work of the Vice-Chancellor's Advisory Group for the Prevention of Gender-Based Violence over many years has benefitted from a strong partnership with RUSU, and strong advocacy for these issues from student leaders. We commit to this ongoing partnership with students in the delivery of this strategy.

A new development for how we work in this space is the application of a theory of change which guides our institutional actions and also assists in giving the strategy visibility, with both clearly identified intermediate and five-year outcomes. Also notable is our robust monitoring and evaluation framework which will help us build a much-needed evidence base of what works, with a commitment to continuous improvement.

We are proud to present this strategy to the University community and look forward to wide engagement with our shared values and the commitment to every member of this community having the right to be safe, respected and included. Our success in this endeavour is reliant on every member of our community taking responsibility and accountability for their actions. We must and can do better in the effort to make RMIT a safe place for all.



**Professor
Denise Cuthbert**

Associate Deputy
Vice-Chancellor,
Research Training
and Development

**Professor Denise Cuthbert
Mish Eastman**

**Co-chairs
Vice-Chancellor's Advisory Group for the Prevention of
Gender-Based Violence**

Foreword

As RMIT University Student Union (RUSU) President, I am proud to support the University's Addressing Gender-Based Violence Strategic Action Plan.



Beth Shegog
RUSU President 2023

Since the release of Change the Course in 2017, RUSU has campaigned for change that will keep students safe. We are pleased to see that RMIT has taken a strong stance in support of student safety, through the creation of a Strategic Action Plan that prioritises promoting gender diversity and equality, challenging discrimination and gender inequality and creating research-backed approaches to supporting victim-survivors.

The National Student Safety Survey results from 2021 indicated that it is more important than ever for universities to create safe and respectful environments for students. By introducing a University-wide action plan for championing respect in every part of our learning community, RMIT has demonstrated that it listens to students – to the powerful testimonies of students who responded to the National Student Safety Survey, to the RMIT students who have raised their voices in support of RUSU campaigns over the years and to the RUSU representatives who have fought for change in numerous committees and advisory groups across RMIT.

We believe that in order to build a culture of respect and safety on campus, we must work together. The Addressing Gender-Based Violence Strategic Action Plan is an important step towards this goal and we look forward to continuing to work with the University to create a safe and respectful environment for all.

Beth Shegog
RUSU President 2023

Strategic Action Plan

2023-2027

Background

Gender-based violence is one of the most pressing issues of our time. It is pervasive, occurring across all public and private spaces – including universities.

The extent of the issue in the Australian tertiary education sector was brought into sharp focus in 2017 with the publication of the Australian Human Rights Commission (AHRC) report on sexual harm in universities. It was clear that more had to be done across the sector to reduce the rates of violence, and better support those who experience it.

In response, RMIT – as a dual sector university – restated its commitment to taking strong action in the prevention of, and response to, sexual harm across vocational education and higher education. This commitment was demonstrated through tangible actions designed to make our community safer for everyone. However, the results of the 2021 National Student Safety Survey showed there was still work to be done.

This Strategic Action Plan builds on the work outlined in our Respect Progress Report 2017-2022. It will guide the work of the prevention and response units within RMIT, and the governance and institutional systems that we need to build on or create to enable meaningful change. It reflects our broadened focus on addressing all forms of gender-based violence, recognising that sexual harassment and sexual assault are just two points on a spectrum of inappropriate behaviours and violence driven by inequality and disrespect.

Trauma-informed, victim-centred support for those who experience gender-based violence is at the heart of what we do. We know that not everyone in our community experiences violence in the same way, so we apply an intersectional lens to our work, in line with the RMIT Diversity and Inclusion Framework.

This work aligns with a long-standing commitment to gender equality and violence prevention as detailed in the following:

- RMIT's 2016-2020 Gender Equality Action Plan
- Partnership with *Respect. Now. Always.*, a Universities Australia initiative to end sexual violence on campuses, first detailed in the Changing the Course Plan, and later the Vice-Chancellor's Gender-based Violence Prevention Workplan 2021-2022
- The Gender Equality Act 2020 (VIC) and RMIT's Gender Equality Action Plan 2022-2025.

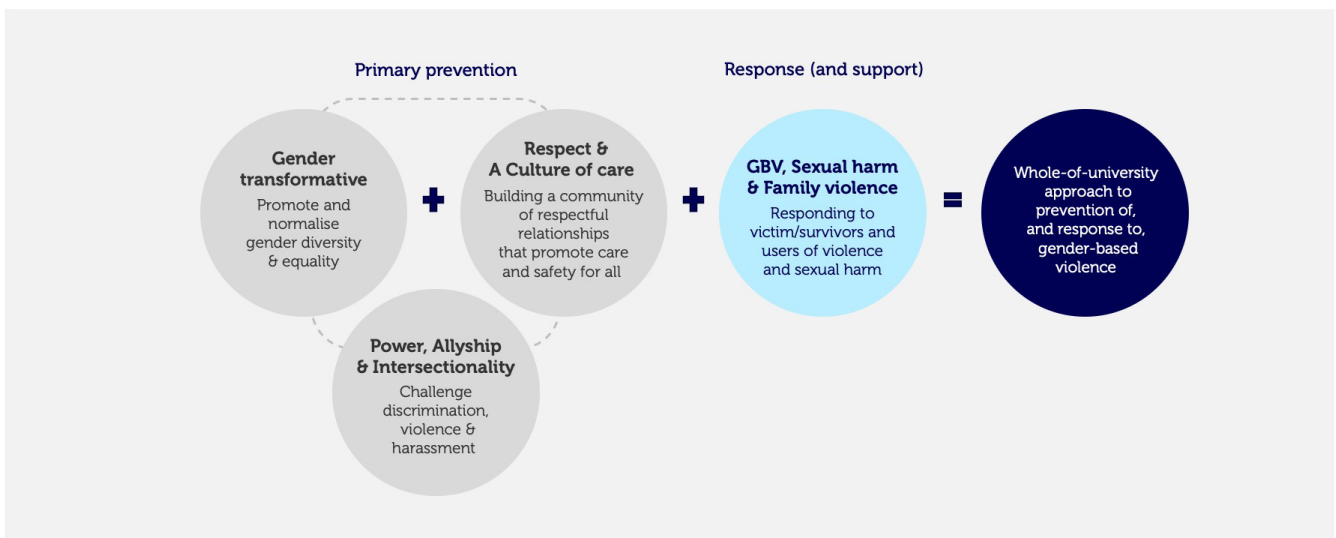
Work in this space has been influenced by the Australian Human Rights Commission report of 2017; the independent review of RMIT process and procedures around sexual harm by Deloitte (2018); the University of Adelaide ICAC Response by KPMG (2021), the Australian Human Rights Commissioner Report on the Sexual Harassment in the Workplace (2021) and the Australian Government's [National Plan to End Violence against Women and Children 2022-2032](#).

Framework for action

The development of RMIT’s response to gender-based violence is scaffolded by a framework adapted from the whole-of-university response which is recommended in *Educating for Equality*¹ and *Respect and equality in TAFE*². It shows that addressing gender-based violence requires primary prevention to integrate action

on normalising equality and diversity, building a caring and respecting institutional culture and challenging discrimination, violence and harassment. It further shows that suitable and effective response and support mechanisms are essential components of the whole-of-university response.

Conceptual framework for addressing gender-based violence



Integrating the RMIT Mental Wellbeing and Respect Capability Framework with the whole-of-university approach set out in *Our Watch – Educating for Equality*

¹Our Watch. *Educating for Equality: A model to address gender-based violence at, and through, Australian universities*. 2021.

²Our Watch. *Respect and equality in TAFE: Building a TAFE environment that promotes gender equality and respect*. Victorian Guide. 2021.

The ultimate vision for RMIT is that:

RMIT is a safe place for all staff and students, where everyone feels included, respected and supported.

Guided by this vision, the University aims to achieve three long-term impacts, whereby:

- Gender-based violence and gender inequality are reduced
- Respect, safety and a culture of collective care are normalised
- Victim-survivors and users of violence are appropriately considered and supported.

This vision and these long-term impacts are complex aspirations which will be affected by multiple factors beyond the scope of this Strategic Action Plan. Therefore, to progress towards this vision, we have created a theory of change to guide the work outlined in this five-year Strategic Action Plan in response to gender-based violence.

It will be implemented from 2023-2027, led by the teams that work to address gender-based violence in prevention (Respect) and response (Safer Community), collaborating with partners and stakeholders across the University. Rolling two-year workplans will provide detailed roadmaps for implementation.

Our approach to addressing gender-based violence over the next five years is structured around three domains of change which provide the focus for the theory of change: prevention, response and support, and governance and institutional settings. These domains are the key areas within the University where this Strategic Action Plan can achieve change.

Within each domain, the theory of change articulates the intermediate and five-year outcomes, intended to provide a clear pathway towards the long-term impacts. These outcomes will be the focus of implementation planning, monitoring and reporting, and will provide the basis for evaluating the success of the Strategic Action Plan.

The three domains are deeply interlinked, and progress in one will contribute to progress in the others. As such, success for our response to gender-based violence rests on making progress in all three domains, as shown in the diagram below.

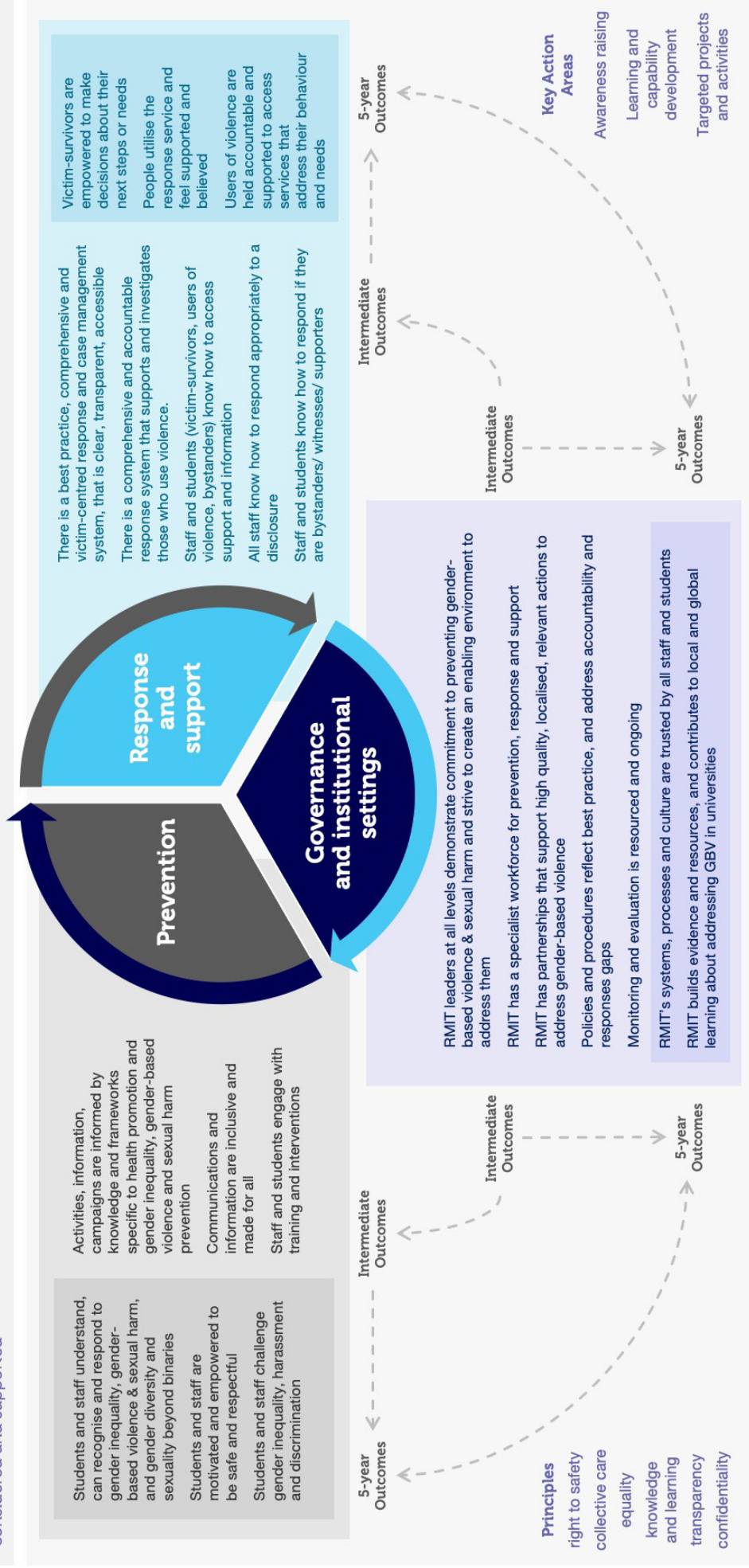
¹Our Watch. Educating for Equality: A model to address gender-based violence at, and through, Australian universities. 2021.

²Our Watch. Respect and equality in TAFE: Building a TAFE environment that promotes gender equality and respect. Victorian Guide. 2021.

Theory of Change for addressing gender-based violence

Vision: RMIT is a safe place for all staff and students, where everyone feels included, respected and supported

Impact: Gender-based violence and gender inequality is reduced | Respect, safety and a culture of collective care is normalised | Victim-survivors and users of violence are appropriately considered and supported



Domains of Change

Prevention

At RMIT we are committed to challenging the social, structural and educational conditions that allow outdated ideas, disrespect, gender inequality and gender-based violence to exist.

We know from the evidence and from listening to our students, staff and communities that being safe and respected matters, and that we must focus on preventing harm as well as responding to it.

For our actions to be effective, they must be underpinned by knowledge. We also know that in order to make the required and sustainable change, a dual focus that both supports those who experience harm, and those who harm others, is crucial.

In Australia alone, 95 per cent of all victim survivors of violence (regardless of their gender) experience that violence from a male perpetrator³. So, we will be embedding a masculinities lens and approach across key priority areas.

This is a bold commitment, but the evidence shows that primary prevention work that engages and works with identifying men and those who are at most risk of using violence is key for finding the solutions to create safer communities with greater equality⁴.

The five-year outcomes in Prevention will be:

- Students and staff understand, can recognise and respond to gender inequality, gender-based violence and sexual harm, and gender diversity and sexuality beyond binaries.
- Students and staff are motivated and empowered to be safe and respectful.
- Students and staff challenge gender inequality, harassment and discrimination.

In order to achieve these outcomes, action will target these intermediate outcomes in Prevention:

- Activities, information, campaigns are informed by knowledge and frameworks specific to health promotion and gender inequality, gender-based violence and sexual harm prevention.
- Communications and information are inclusive and made for everyone.
- Staff and students engage with training and other interventions.

Examples of how we will work in this domain to achieve the intended outcomes:

- Communication, events and awareness-raising activities that work with a primary prevention focus to address the primary drivers of violence.
- A prevention project and activity pipeline portal, to support emerging prevention projects and partnerships including research opportunities, for example development of a chatbot for students on sexual harm support; development of a workforce ready module for Vietnam; continuing the Working Together with Men model in Australia and launching it in Vietnam.
- Delivery of the Gender Equity and Justice – Community, Teaching and Learning Project.
- Development and pilot of a program, co-designed with students, to address a priority issue.
- Collaborative prevention activities as determined by the Tertiary Primary Prevention Network.

³Our Watch, Men in Focus 2022

⁴Our Watch, Men in Focus 2022; National Plan to End Violence against Women and Children 2022-2032



Spotlight:

Learning for work readiness and respect

Education is our core business, so creating safe and inclusive classrooms and learning spaces matters to us. Creating inspiring and respectful humans who can not only lead in their chosen industry, but also lead for equality, matters to us.

There are still areas of learning that are dominated by outdated ideas and cultures of silence that make equality and diversity difficult to embed. We are committed to reviewing where we can do better and create real, sustainable change across key areas of learning in both higher education and vocational education.

In co-design with students, vocational education teachers, industry and unions, a pilot Work, Health and Safety module will be undertaken. It will focus on skills and knowledge associated with the psychosocial harms and hazards in the workplace for students within the Built Environment and Sustainability school. This case for change project and module aims to increase vocational education students' understanding of current and incoming regulations, their rights and the rights of others, and strengthen their psychosocial and professional conduct skills for the workplace.

Response and support

Our response and support service is predominantly provided by the Safer Community team, a multi-disciplinary team with expertise in managing sexual harm matters. The Safer Community team provides a people-centred approach to support which is trauma-informed to both victims and perpetrators of harm, throughout the process.

The use of a trauma-informed approach enables those utilising the service to reclaim their sense of agency in decision-making, to feel believed and to make informed choices about their options into the future, including formal reporting mechanisms both internal and externally to strengthen a sense of psychological and physical safety.

The development and current embedding of the Assessment of Risk and Manageability Tool (ARMT) and other structured professional judgement risk assessment tools within the service reinforces an evidence-based response which is responsible, accountable and defensible.

The establishment of a reporting mechanism will enable further scrutiny of trends and data analysis which will further inform both prevention and response activities with a view to improving outcomes for all involved parties.

The five-year outcomes in Response and support will be:

- People utilise the response service and feel supported and believed.
- Victim-survivors are empowered to make decisions about their next steps or needs.
- Users of violence are held accountable and supported to access services that address their behaviour and needs.

In order to achieve these outcomes, action will target these intermediate outcomes in Response and support:

- There is a best-practice, comprehensive and victim-centred response and case management system that is clear, transparent and accessible by all.
- There is an accountable response system that supports and investigates those who use violence.
- Staff and students (victim-survivors, users of violence, bystanders) know how to access support and information.
- All staff know how to respond appropriately to disclosures.
- Staff and students know how to respond if they are bystanders, witnesses or supporters.

Examples of how we will work in this domain to achieve the intended outcomes:

- Establish a specialist gender-based violence investigative capability.
- Strengthening the internal governance structure of the Safer Community team to include a Safer Community Handbook which will provide enhanced transparency on the processes and practices of the service as well as improving staff induction and support.
- Increased capacity in the Safer Community team for gender-based violence risk assessment, including a Tertiary Specific Risk Assessment Tool developed in conjunction with the Tertiary Safer Community Network and the introduction of structured professional judgement tools, including Stalking Risk Profiling, the Assessment of Risk and Manageability Tool (ARMT) etc.
- Expanded and deeper community partnerships, including work to establish a partnership and referral pathway with Victoria Police Sexual Offence and Child Abuse Investigation Team (SOCIT) and improved partnership with Centre Against Sexual Assault (CASA) House.
- Needs-based implementation of Restorative Engagement model with the Centre for Restorative Justice.

Governance and institutional settings

RMIT has committed to a whole of organisation approach to addressing gender-based violence. That means we need a governance framework that supports policy, procedure, data collection and reporting. There are several key steps to achieving this.

In 2021 RMIT made a commitment at an executive level to implement a specialised response to gendered violence and sexual harm in the way we investigate, case manage and, through the complaints process, support both the person affected by violence and the person that has perpetrated violence. We will work to operationalise this commitment, to build a robust mechanism that works across our response service and the complaints management process, drawing in leadership and key University stakeholders.

Building a culture of safety and respect requires that we know what is working, that we create an evidence base, and that we reflect and review. We must commit to, invest in and utilise a monitoring and evaluation framework for all our gender-based violence work. Furthermore, we must acknowledge and actively contribute to local partnerships and collaborative efforts within this space to build local and global learning in addressing gender-based violence in educational settings.

We know from feedback from our student union and members of our community that our staff and students want greater transparency and accountability of reporting processes and outcomes. We will work to deliver that.

This domain also recognises the crucial role of University leadership in primary prevention, and in the provision of appropriate response and support services. Leadership shapes what is expected, accepted, and valued within the institution.

The five-year outcomes in Governance and institutional settings will be:

- RMIT systems, processes and culture are trusted by all staff and students.
- RMIT builds evidence and resources, and contributes to local and global learning about addressing gender-based violence in universities.

In order to achieve these outcomes, action will target these intermediate outcomes in Governance and institutional settings:

- RMIT leaders at all levels demonstrate their commitment to preventing gender-based violence and sexual harm, and strive to create an enabling environment to address them.
- RMIT has a specialist workforce for prevention, response and support.
- RMIT has partnerships that support high quality, localised, relevant actions to address gender-based violence.
- Policies and procedures within RMIT reflect best practice, and address accountability and response gaps.
- Monitoring and evaluation is resourced, ongoing, and utilised.

Examples of how we will work in this domain to achieve the intended outcomes:

- The VC Advisory group, which will oversee the implementation of the Strategic Action Plan, will continue with membership from senior staff in Australia and Vietnam, and student representatives. It will change its name to 'the Vice Chancellor's Advisory Group for Addressing Gender-based Violence', in recognition of the dual focus on prevention and response, including the specialised response mechanism.
- Ensure alignment of strategy with Ngarara Willim and with our incoming Diversity and Inclusion Framework.
- Resourcing and building of a specialised workforce in prevention and response to ensure sufficient capacity to deliver as needed.
- Continuous improvement of our institutional systems and responses, including:
 - Implementation and monitoring of strengthened policy and procedures including sexual harm, family and domestic violence, staff/student personal relationship procedure and child safety
 - Continue our relationship with the Centre for Innovative Justice (CIJ) and our commitment to offer a restorative engagement process
 - Operationalise our specialised response system to enable trauma-informed approach to the investigation, case management and handling of gender-based violence matters.
- Regular risk assessments of campus physical safety (both Australia and Vietnam).
- Building an evidence base through ongoing monitoring and evaluation, research and learning.



Spotlight: Allyship and Working Together with Men

We are committed to embedding a masculinities focus across all areas of prevention and response.

One way we will do this is by engaging identifying men to be part of the solution to end discrimination, harassment, and violence. We will be applying the Working Together with Men model, as well as supporting initiatives that strengthen men's skills in allyship, so they can see, call out and respond to violence in all its forms. We also aim to provide opportunities for identifying men to explore and celebrate the diverse ways to be a man and challenge outdated ideas and behaviours that contribute to violence and that hinder the development of respectful and equal relationships.

Key action areas

Awareness-raising

Knowledge is critical to the elimination of gender-based violence.

Building that knowledge requires strong communication and awareness activities, so RMIT staff and students understand what it is, its different forms (sexual harm, family violence, coercive control, technology-facilitated abuse), what support is available for those affected by violence and perpetrators of violence, and where and how to make a disclosure or formal report.

We will develop an awareness-raising plan for prevention, response and governance in collaboration with students and key stakeholders with a two-year workplan that addresses the following.

- In support of prevention: clear messaging that gender-based violence has no place at RMIT, reinforcing our vision for a campus that is a safe place for all staff and students. Campaigns will consider respectful relationships and primary prevention messaging; affirmative consent; understanding domestic and family violence; technology-facilitated abuse; gender equity and anti-violence allyship.
- In support of response and governance: there will be clear and consistent information about where to access support, with refreshed branding for Safer Community as the key point of contact for staff and students; how to report through our new complaints handling system; what our specialised response to gender-based violence means in reporting, investigation and case management.

Learning and capability development

A central element of the Strategic Action Plan is building and maintaining the necessary knowledge, skill and capability in the prevention of and response to gender-based violence.

Further, to effectively address gender-based violence, we have to understand it, which means understanding the drivers of violence which include gender inequality, misuse of power and harmful gendered norms. The RMIT Respect Capability Framework details the skills, knowledge and capabilities that we would like our staff and students to build toward in prevention of gender-based violence. This work will also allow the future development of training and education programs to be mapped to agreed capabilities.

Targeted training programs will continue to be embedded into an RMIT student leadership framework to continually deliver specialist training of society and club officials, mentors and other student leaders. We will also continue to improve the quality of, and increase participation in, these important education programs:

- Consent and respectful relationships (all students)
- Bystander intervention (students, and to be introduced to staff in 2023)
- Responding to disclosures of sexual harm (all staff and student leaders)
- Respectful Research Training (staff supervising HDR candidates and candidates).

We will continue to collaborate with other Victorian universities to share learnings, and resources.

Targeted projects and activities

Prevention efforts can be largely divided into two types: those that are universal in reach, trying to achieve impact at scale, and targeted work that focuses on subpopulations or groups within the University community with specific risk factors or identified as key groups for this work.

At RMIT we aim to achieve impact at scale through activities in key action areas of communication and learning and development – online learning opportunities, use of email or text-based mass communication. In addition, we will work with groups that are at elevated risk (for example, people who are using inappropriate behaviour and violence) and with groups where a good intervention context exists, as in the example in our Spotlight of our project to engage men in allyship.

We will work with a whole-of-community lens within Australia and Vietnam to identify, design and develop targeted prevention projects and activities. We will work in partnership and co-design with students and subject matter experts to understand, gather and harness local knowledge and expertise of what works in the context in which we work, study and live.

Our team will build a central repository where we can track and consider emerging best-practice social action research, projects and activities. And where possible, we will follow an open-source model for our activities to allow us to share what we learn and contribute to a broader evidence base.





Foundational principles

Across the whole Strategic Action Plan, work will be guided by a set of foundational principles. These principles will guide work planning, resource allocation, management and oversight of the Strategic Action Plan, and the monitoring and evaluation of implementation and performance.

- Everyone within RMIT has a right to safety, regardless of their role or position in the University and regardless of their gender, ability, age, sexuality or any other characteristics.
- Addressing gender-based violence will be designed to build a culture and expectation of collective care.
- Achieving equality of the genders and recognising intersectionality is central to addressing gender-based violence.
- RMIT will implement this Strategic Action Plan with transparency and accountability so that all members of the RMIT community can be confident that the University is responding effectively. This will include regular de-identified and summarised public reporting.
- Confidentiality for all those affected by gender-based violence, whether victim-survivor or user of violence.
- Implementation will be founded on knowledge and learning, linked to an investment in sound evaluation of performance and the creation and sharing of new knowledge.

Tracking progress and determining success

We will establish a Monitoring and Evaluation Framework (MEF) which will include:

- Expanded definition of the intended outcomes
- Indicators by which progress towards those outcomes will be measured
- Implementation monitoring, linked to the rolling workplans
- Analysis and reporting mechanisms.

Not only will the MEF enable the University to track progress towards outcomes and impact, but the collection and analysis of monitoring and evaluation data will support us to learn from our experience and feed continuous improvement. Coupled with the commitment to creating and sharing knowledge, the MEF will also enable us to contribute to the wider innovation ecosystem addressing gender-based violence in a university setting.

We will be open and transparent in our communication of the actions we are taking in relation to addressing gender-based violence, and our progress, learning and achievements. This will include publicly detailing our past action (Progress Report 2017-2022); our agreed Strategic Action Plan and workplan; our de-identified data on reports of gender-based violence; and evaluations of our targeted projects and initiatives.



Key definitions

Family/domestic violence: This includes harmful or violence behaviour that is used to control, threaten, force or dominate a family member through fear. It can include behaviour that is physically or sexually abusive, emotionally or psychologically abusive, economically abusive, threatening, coercive or in any other way controls or dominates the family member and causes that family member to feel fear for their safety or wellbeing.

Gender: Refers to the economic, social, political, and cultural attribute and opportunities associated with being a man or woman, or identifying as non-binary; gender defines masculinity and femininity. It is a sociocultural expression of particular characteristics and roles that are associated with certain groups of people with reference to their sex and sexuality. Gender expectations vary between cultures and can change over time.

Gender equality: Gender equality means equality of rights, opportunities, responsibilities and outcomes between all people and all genders.

Gender-based violence: An umbrella term for any harmful act that is perpetrated against an individual or group of individuals based on their ascribed gender. It is primarily used to underscore the fact that structural, gender-based power differentials place women and girls at risk for multiple forms of violence. This term also describes targeted violence against LGBTIQ+ populations when referencing violence related to masculinity/femininity norms and/or gender norms.

Gender-based violence prevention: Refers to taking action to stop gender-based violence from occurring. Examples include scaling up activities that promote gender equality or working with communities, particularly men and boys, to address practices and norms that contribute to gender-based violence.

Intersectionality: Refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. Aspects of a person's identity can include social characteristics such as Aboriginality, gender, sex, sexual orientation, gender identity, ethnicity, race, colour, age, ability, mental health. These social characteristics can interact and exacerbate each other, thus affecting an individual's experience of either privilege or oppression.

An intersectional approach in the context of addressing violence against women and children, recognises that the way women experience gender and inequality can be different based on a range of interactions between multiple systems and structures of oppression. This approach also recognises that the drivers, dynamics and impacts of violence women experience can be compounded and magnified because of these other forms of oppression and marginalisation, resulting in some groups of women experiencing higher rates and/or more severe forms of violence, or barriers to accessing support.

Male allyship: Men taking positive action to support gender equality. Examples include challenging sexism, advocating for gender equality and publicly and privately recognising women's achievements.

Rape: A person intentionally sexually penetrating another person without that person's consent.

Tertiary prevention: Also referred to as "response", tertiary prevention refers to efforts and programs used to address existing violence including crisis counselling, financial and housing services, or medical assistance as well as police and justice responses. These efforts aim to prevent the reoccurrence of violence by holding perpetrators accountable and supporting victim-survivors.

Sexual harm: An umbrella term that covers non-consensual behaviour of a sexual nature that causes a person to feel uncomfortable, frightened, distressed, intimidated, or harmed, either physically or psychologically. Sexual harm includes behaviour that also constitutes sexual harassment, sexual assault and rape.

Sexual harassment: This can be any unwanted or unwelcome sexual behaviour such as touching, staring, wolf-whistling, dirty jokes and requests for sex. This includes anything that makes a person feel uncomfortable, offended, intimidated or humiliated.

Sexual assault: Any non-consensual behaviour of a sexual nature that makes someone feel uncomfortable, frightened, intimidated or threatened.

Technology-facilitated abuse: A form of controlling behaviour that involves the use of technology as a means to coerce, stalk or harass another person.

Trauma informed: Trauma-informed care and practice acknowledges the prevalence of trauma and its impacts on the emotional, psychological and social well-being of people and communities. A trauma-informed approach recognises the importance of having a complete picture of a person's situation – past and present – in order to provide effective health care services with a healing orientation. Some of the core principles of trauma-informed care are to avoid retraumatising individuals and support safety, collaboration and empowerment to promote healing.

Victim-survivor: The term describes people including adults, children and young people who have directly experienced some form of abuse, violence or harm. Victim-survivor acknowledges the variety of experiences, ongoing impacts and strength and resilience of people with lived experiences of these behaviours. The term is also inclusive of people from CALD backgrounds and LGBTIQ+ populations.

Useful links

[Safer Community](#)

[Respect RMIT – reducing sexual harm](#)

[Sexual Harm policy suite](#)

[RMIT Progress Report \(2017-2022\)](#)

[SafeZone safety app](#)

