

Gender-based violence prevention and response action plan and outcomes framework 2026

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Statement of commitment from the Vice-Chancellor

Gender-based violence has no place at Federation University or within the communities we serve.

We are unequivocal in our commitment to preventing and responding to all forms of gender-based violence and to fostering a culture in which safety, respect, dignity and inclusion are experienced by every student, staff member and visitor. As a University, we recognise our responsibility not only to respond when harm occurs, but also to take proactive and sustained action to prevent the use of gender-based violence within our communities.

The National Higher Education Code to Prevent and Respond to Gender-based Violence provides an important framework for driving meaningful and consistent action across the higher education sector. It reflects a shared commitment by governments, universities and communities to address the drivers of gender-based violence, promote respectful behaviours and relationships, and strengthen systems of prevention, support and accountability. Federation University fully supports these objectives and is committed to embedding them across all aspects of university life.

We recognise the profound and lasting impacts that gender-based violence can have on people who have experienced gender-based violence their families, friends and communities. We acknowledge the courage of those who come forward to share their experiences, and we are committed to ensuring that all disclosures are met with compassion, respect and trauma-informed support. Their experiences reinforce the importance of continuous improvement and strengthen our resolve to create environments where people feel safe, supported and empowered to seek help.

While the National Code provides a clear foundation for action, we know that meaningful and lasting change extends beyond policies, procedures and compliance obligations. It requires sustained leadership, education, accountability and cultural change. Federation University is committed to strengthening prevention initiatives, enhancing support and reporting pathways, building organisational capability, and working collaboratively with our community to challenge attitudes and behaviours that enable gender-based violence.

This is both a responsibility and a commitment that we take seriously. Through ongoing action and continuous improvement, we will continue to work towards a university community where gender-based violence is actively prevented and all people can learn, work and thrive in safe, respectful and inclusive environments.



Professor Duncan Bentley

Vice-Chancellor and President
Federation University Australia

Our commitment

Federation University Australia (Federation) is deeply committed to creating a safe, inclusive and respectful environment for every member of our community. As a regional university with a proud history of serving diverse communities across Victoria and beyond, we recognise our responsibility to uphold the wellbeing and dignity of all who learn and work with us.

Federation is committed to preventing and responding to gender-based violence wherever it occurs – including on University and TAFE campuses, during university activities and placements on and off campus, in residential settings, and in online environments. We are also committed to supporting students and staff regardless of where violence is experienced, including family violence. We have a range of counselling and wellbeing support available to staff and students.

Gender-based violence (GBV) means any form of physical or non-physical violence, harassment, abuse or threats, based on gender, that results in, or is likely to result in, harm, coercion, control, fear or deprivation of liberty or autonomy. It is a profound societal issue that undermines safety, equality and opportunity, and a serious issue in parts of regional Victoria.

Gender-based violence arises from unequal power dynamics, discriminatory attitudes and rigid gender expectations. While it can affect people from all backgrounds and identities, some groups face a greater likelihood of experiencing harm, including women, First Nations peoples, culturally and linguistically diverse communities, people with disability, and people of diverse sexual orientations and gender identities. The interaction of multiple aspects of a person's identity can further influence both their vulnerability to violence and their experience of its impacts.

Nationally, the scale of the issue is stark. One in three women have experienced physical violence since the age of 15 (ABS, 2021–22), 2.8 million Australians have experienced sexual violence (AIHW, 2021–22), and women continue to be killed by a current or former partner at a rate widely described as roughly one every nine to 11 days, according to the Australian Institute of Criminology's National Homicide Monitoring Program. In regional Victoria, these trends are significantly worse. Among the local government areas with the highest reported rates of family violence, none are in metropolitan Melbourne – a pattern that has persisted for several years. Four of the six women killed in Victoria in 2024 died in regional areas, despite regional Victoria accounting for just 23% of the state's population. Put plainly, women in regional Victoria are being assaulted and killed at disproportionately higher rates than their metropolitan counterparts.

Gender-based violence is also significantly underreported, particularly in rural areas, where the perpetrator is more often known to the victim-survivor and limited privacy makes it harder to keep incidents or reports confidential.

University settings

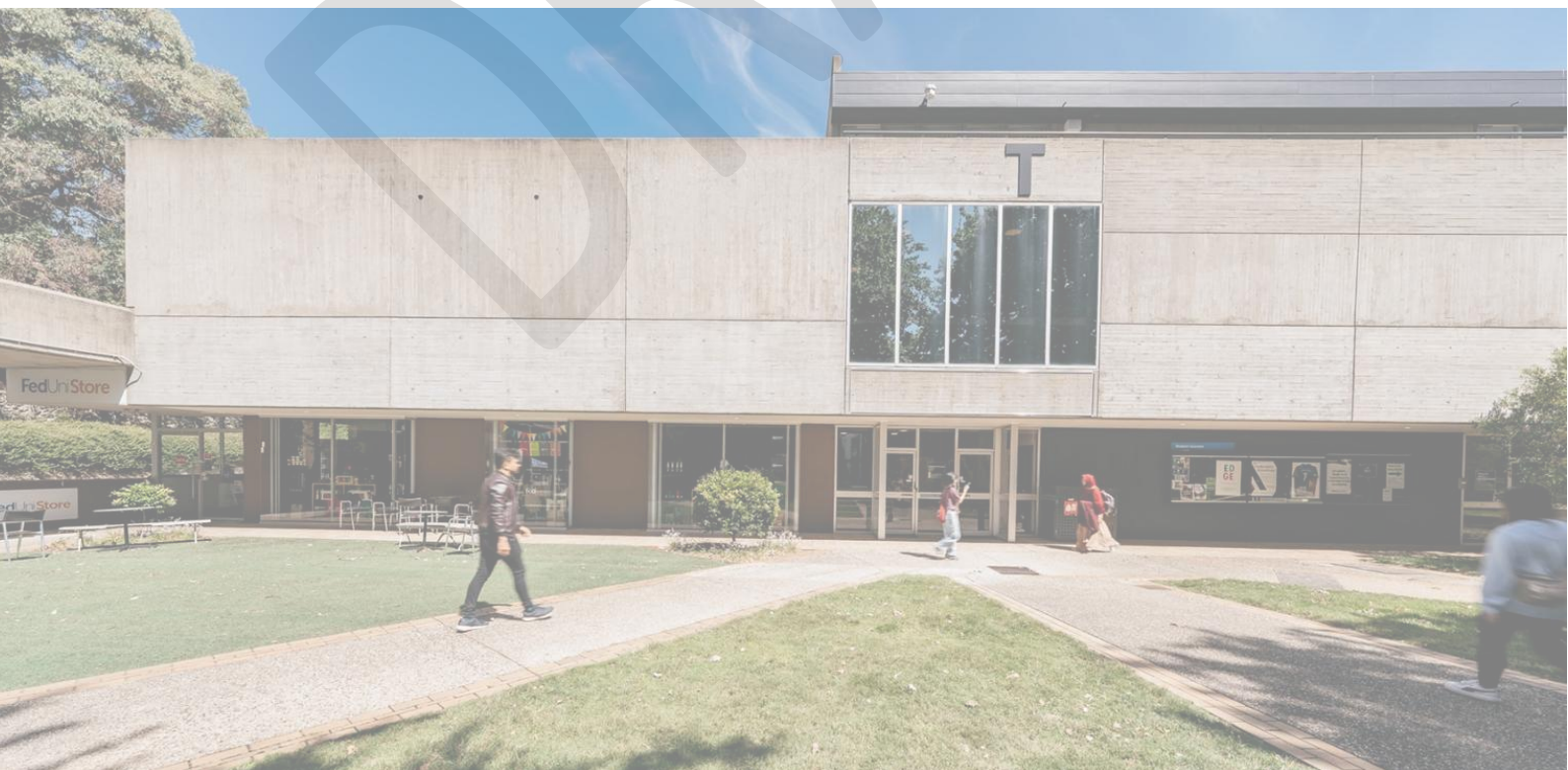
Across all Australian universities, the 2021 National Student Safety Survey found that one in six students had experienced sexual harassment, and one in 20 had experienced sexual assault, since starting at university – with many reporting that institutional responses compounded their trauma (Universities Australia, Social Research Centre, 2021).

At Federation, we acknowledge the devastating impact this violence has had, and continues to have, on individuals and communities, including those we serve. Located in communities that face some of the highest rates of GBV in the state, our commitment to this work is not only institutional – it is deeply local, and this reality strengthens our resolve to lead meaningful change.

The National Code provides a vital sector-wide framework for action. It will ensure universities meet meaningful standards in both preventing and responding to gender-based violence and provides an opportunity for universities across Australia to combine and strengthen efforts to combat GBV.

Federation fully endorses the National Code and embraces its principles as part of our broader commitment to equity, inclusion and empowerment. Our response outlines the steps we have taken, and will continue to take, to prevent gender-based violence across our campuses and communities. It builds on the strong foundations established through our Gender Equality Action Plan (GEAP) 2021–2025, alongside significant work across the University to implement policies, guidelines, training, student-led advisory groups and practical tools that strengthen equity and inclusion.

Federation is committed to continuing this work, guided by evidence-based strategies to prevent and respond to gender-based violence. Through this work, we aim to ensure our policies, practices and culture align with the highest standards of safety, so that every member of our community can learn and work in a safe and respectful environment.



About Federation University Australia

As Victoria's regional university, Federation is dedicated to delivering world class high-impact education, training and research for our communities.

As a dual-sector university, Federation offers seamless pathways between vocational and higher education, enabling learners from all backgrounds to build skills, confidence and credentials at every stage of life. For over 150 years, this mission has guided us – and today, it matters more than ever.

As the only university headquartered in regional Victoria, serving communities across Ballarat, the Wimmera, Berwick, Gippsland and Melbourne, Federation exists to deliver the education, training and research that help our regions thrive.

Our diverse community is our strength, and we are committed to creating a safe, respectful, and culturally rich environment for all. To ensure students are directly involved in shaping the policies and actions that affect their experience, we work to elevate the student voice in decision-making across the University. We embrace the unique perspectives of First Peoples, people from diverse cultural, faith and linguistic backgrounds, people with a disability and people of all genders and sexualities.



2025 student and staff profile

Students		20,592
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Gender	Woman	Man	Another term
	10,336	10,165	91
Cohort	Higher education		TAFE
	Domestic	International	
	9,145	4,054	7,393

- In 2025**
- 1.6% of domestic students identified as **First Peoples**
 - 8.4% had **disclosed a disability**
 - 9.5% were from **lower socioeconomic backgrounds**, and
 - 21.3% were from **regional or remote areas**.

Staff

1,859

Gender	Woman	Man	Another term
	1,190	658	11
Cohort	Academic	Professional	TAFE teachers
	556	1,090	213

- At 31 Dec 2025
- 2.47% of staff identified as **First Peoples**, and
 - 0.43% had **disclosed a disability**.

Student accommodation

Student accommodation environments present a heightened risk of gender-based violence (GBV) due to factors such as shared living arrangements, increased social interaction, alcohol use, and students living independently for the first time. These risks may be further amplified for students who are socially isolated, unfamiliar with support services, or face barriers to reporting.

We want to ensure that our owned-and-operated student accommodation is a safe, respectful and well-supported residential environment that proactively works to ensure gender-based violence is prevented from occurring.

Our residential accommodation is located at five Federation University campuses and locations, providing a total of **988 bedrooms**.

Location	Mt Helen Campus	Camp Street	Victoria Street	Berwick Campus	Gippsland Campus	Total
Number of bedrooms	460	38	35	116	339	988

Students residing in university-owned and managed accommodation

The demographic profile of students residing in university-owned and managed accommodation in 2025 is shown below.

Gender	Woman	Man	Another term
	60%	37%	3%
Cohort	Domestic	International	
	35%	65%	

Strengthening our approach to prevention and response

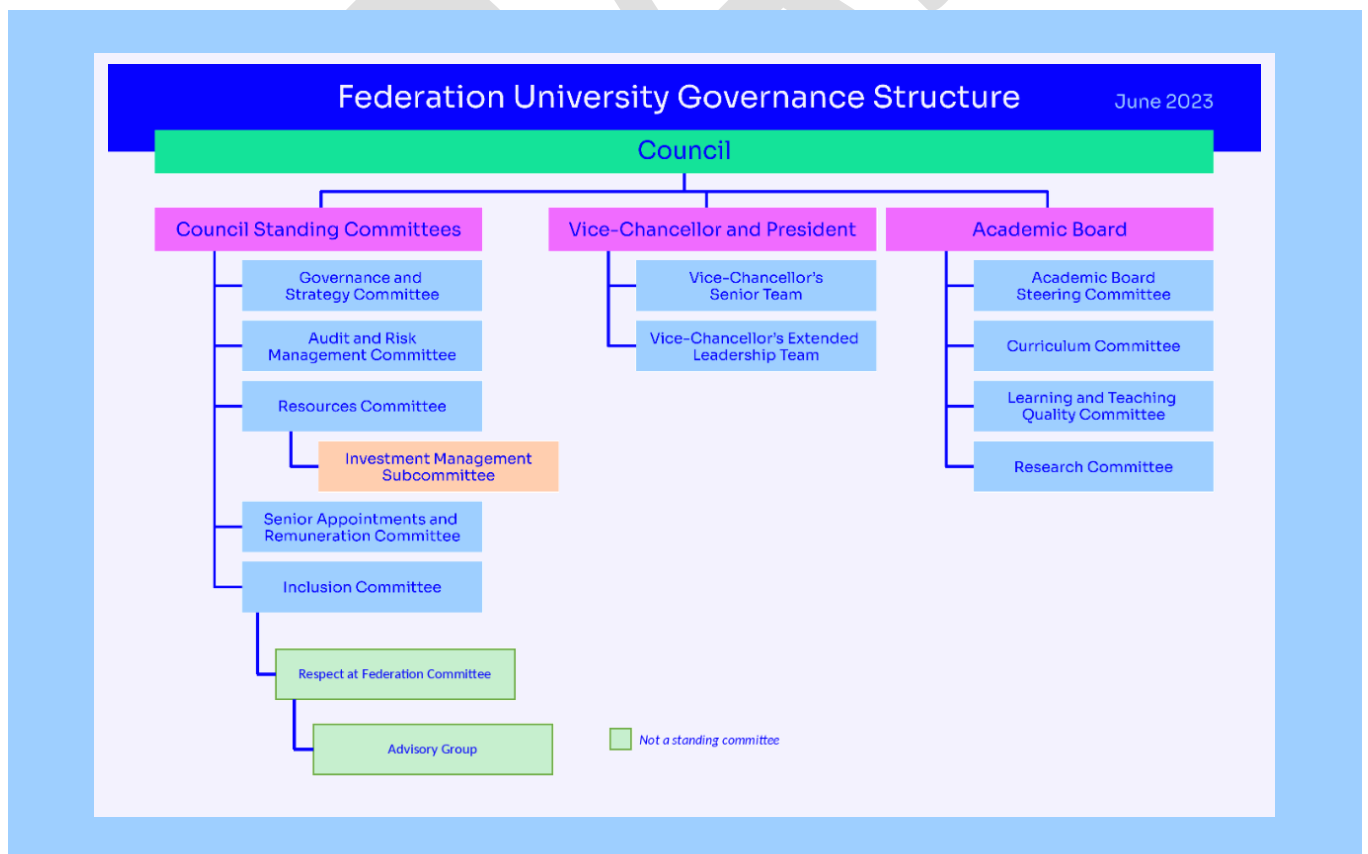
Federation University has progressively strengthened its approach to preventing and responding to gender-based violence (GBV), underpinned by a commitment to safety, wellbeing and inclusion.

Governance and oversight

Key to this approach is the introduction of the Respect at Federation Committee, chaired by the Vice-Chancellor. The committee provides leadership and oversight of the University's approach to fostering a safe, respectful and inclusive culture for staff and students, supporting an alignment of key strategies and plans relating to gender equity, inclusion, diversity and cultural safety and monitors the effectiveness of the University's initiatives to strengthen cultural safety, respectful behaviour and inclusion.

Advisory group members comprising of those with expertise, with lived experience and those disproportionately affected, will work in partnership with the committee. The committee will in turn provide evidence informed recommendations to Inclusion Committee for endorsement, oversee progress of the Response Plan and adherence with the National Code and will provide operational advice to the Vice-Chancellor's Senior Team (VCST) who are accountable for the provision of a safe Federation environment.

As a dual-sector university, Federation offers seamless pathways between vocational and higher education, enabling learners from all backgrounds to build skills, confidence and credentials at every stage of life. For over 150 years, this mission has guided us – and today, it matters more than ever.



The Committee has overseen the implementation of a policy framework, developed in consultation with students and staff including those disproportionately impacted and those with academic expertise. The framework includes a Gender Based Violence Policy and Procedure to be used alongside a suite of guides, and resources to inform safe, trauma informed and people centered responses and to underpin increased awareness and education.

Our journey so far

Federation University has maintained a longstanding commitment to preventing and responding to gender-based violence through the development and implementation of policies, strategies, action plans, and support services for students and staff. Over time, this approach has evolved to encompass all forms of GBV through a holistic, inclusive and intersectional framework that recognises and responds to the diverse experiences and needs of the University community.

The University has also continued to strengthen reporting and support pathways, including the provision of confidential and anonymous reporting options, while promoting a culture of shared responsibility through capability building across the organisation.

A timeline of key initiatives is detailed below:

Year	Initiative
2025	- Bystander actions panel event involving staff and students, co-delivery with Women's Health Grampians - Student Equity and Inclusion Network contributed to the development and filmed videos for the first Living on Res student equity training modules - Drivers of GBV and bystander awareness training delivered to frontline, student facing staff by Women's Health Grampians - Coffee Scrolls Not Gender Rolls TAFE morning tea events
2024	- Student Equity and Inclusion Network (SEIN) launched - Inaugural Respectful and Inclusive Communities Action Plan (RICAP) 2024–2026 - First Respect Week at Fed – in conjunction with Victorian universities
2023	- Co-delivery of student and staff training with Our Watch - Gender equality and the prevention of GBV - Student Equity and Ballarat CASA co-delivery of training for international students - First Respect Month at Fed involving students and staff
2021	- Second National Student Safety Survey launched by Universities Australia - Gender Equality Action Plan (GEAP) 2021-2025
2019	Awarded SAGE Athena SWAN Institutional Bronze Award, a four-year commitment to systemic change to improve gender equality in STEM
2017	- Respect Now Always Committee established 2017–2021 - Respect Now Always Action Plan developed

2016

- Respect. Now. Always national campaign implemented at Federation
- First National Student Safety Survey launched by Universities Australia

Throughout 2025, Federation progressed preparations to align with the National Code addressing gender-based violence.

The National Code provides a valuable reference point for shared standards across the sector, including expectations for evaluation and continuous improvement. In response, the University's approach is informed by contemporary research, best-practice models, inclusive consultation and co-design, trauma-informed and person-centred methodologies, and holistic evaluation practices.

This Plan and Outcomes Framework maintains this direction while incorporating refinements based on experience, feedback and evaluation of previous initiatives. Insights from earlier work have highlighted the importance of clearly articulated actions to support effective implementation. Accordingly, this Plan strikes a balance between providing sufficient detail to guide delivery while maintaining flexibility to adapt and refine approaches over time. This supports clarity, accountability and responsiveness.

Through this ongoing work, Federation University is well positioned to deliver a coordinated, whole-of-organisation response to GBV that aligns with the National Code and reflects a strong commitment to continuous improvement, stakeholder engagement, and the creation of a safe and respectful University environment.

Response and support ecosystems

Federation University is committed to responding to all disclosures and complaints of GBV with empathy, respect and without judgment, prioritising safety and wellbeing. We will provide information about available options relating to support and reporting to assist informed decision-making. The Student Equity and Safer Communities team provides information, advice, risk assessment, safety planning and support, including accessing University and external support services.

Federation University provides an integrated and accessible network of services to support students and staff, including:

- **Student Equity and Safer Communities** providing advice, incident response and risk assessment and individual case management, in addition to prevention work.
- **Aboriginal Education Centre (AEC)** supporting First Peoples student success
- **Health, Safety and Wellbeing (HSW)** supporting staff safety, wellbeing and psychosocial risk management
- **diversity, equity and inclusion (DEI)** supporting inclusive practice and priority cohorts
- **counselling services** offering free, confidential psychological support to students and staff
- **student support services** (including wellbeing, advocacy and general support)
- tailored supports for **First Peoples staff and students, LGBTQIA+ student and staff communities, and international students.**

The University has also continued to strengthen reporting and support pathways, including the provision of confidential and anonymous reporting options, while promoting a culture of shared responsibility through capability building across the organisation.

These services operate within a **person-centred, trauma-informed framework**, ensuring responses are respectful, coordinated and responsive to individual needs across all campuses and modes of study.

Our response and prevention work will be consistently reviewed and refined based on evidence and feedback from those with lived experience to ensure a continuous improvement cycle and person-centred approach that is tailored to our university context.

Our Plan is anchored in a suite of underpinning policies and procedures providing a demonstrable and sustainable system that translates our commitment into clear expectations, consistent processes, role clarity, reporting mechanisms, risk controls, and procedural fairness. These include:

- Gender-based Violence Prevention and Response Policy
- Gender-based Violence Response Procedure
- [Staff Code of Conduct](#)
- [Student Code of Conduct](#)
- [Child Safe Procedure](#)
- Gender Equity Action Plan (GEAP)
- [Discrimination Complaints \(Students\) Procedure](#)
- [Complaints Management Procedure](#)
- [Complaints Management Procedure for Employees](#)

Approach to development

Federation's Plan and Outcomes Framework has been informed by an initial organisational assessment and gap analysis undertaken against the requirements and standards of the National Code. This assessment was coordinated by Federation University's Student Equity and Safer Communities Team and involved extensive collaboration with students, staff and key stakeholders from across the University and TAFE environment.

This work included:

- **Collaboration with the Respectful and Inclusive Communities Action Plan 2024-2026 Implementation Team** to consider opportunities to strengthen prevention, response and support activities across the institution.
- **Analysis of Federation's current approach to the prevention of gender-based violence**, including a review of existing policies, procedures, education programs, reporting pathways, support services and governance arrangements.
- **Assessment of high-risk contexts**, including student accommodation, student placement settings and other areas where students may be at heightened risk of experiencing gender-based violence, discrimination, and harassment.
- **Consultation with the Student Equity and Inclusion Network** to gather lived-experience perspectives on equity, accessibility, inclusion and the experiences of diverse student cohorts, ensuring that proposed actions are responsive to the needs of all students.
- **Student engagement workshops** to better understand student awareness of support services, reporting pathways, prevention initiatives and opportunities to improve safety, inclusion and communication.

- **Staff engagement workshops**, involving representatives from higher education, TAFE and professional services areas, to identify existing strengths, operational challenges and priority actions required to support implementation of the National Code.
- **Targeted consultation with key service areas**, including student support, student accommodation, health and wellbeing, human resources, campus services, education delivery and governance teams, to ensure a whole-of-institution approach.
- **Review of relevant data sources, reporting mechanisms and institutional practices** to identify opportunities for improved monitoring, evaluation and continuous quality improvement.
- **Student and staff consultation workshops**, conducted across all campuses and online, to seek feedback on the proposed Plan and Outcomes Framework, including draft actions, procedures, priorities and measures of success. These consultations provided important insights into community expectations and helped ensure that the framework reflects the diverse experiences and needs of Federation's students and staff.

Key risks identified

Key risks were identified through organisational self-assessment, stakeholder consultation, analysis of institutional data, and review of environments where students and staff may be at greater risk of experiencing gender-based violence. The assessment drew on National Code requirements, good practice guidance, incident and disclosure data, and feedback from across the University community.

Through this whole-of-organisation assessment, several key risks were identified:

- **low awareness of reporting and support pathways**, resulting in students and staff not knowing where or how to seek assistance when experiencing or witnessing gender-based violence.
- **under-reporting of incidents**, due to concerns about confidentiality, fear of negative consequences, uncertainty about reporting processes or lack of confidence in institutional responses.
- **inconsistent understanding of roles and responsibilities** across the organisation, creating the potential for variations in prevention, response and referral practices.
- **higher-risk environments**, including student accommodation and the use of alcohol in residential settings, student placements, fieldwork, travel, online environments and social events, where isolation or reduced oversight may increase vulnerability.
- **challenges in data collection and reporting**, limiting the University's ability to identify trends, monitor outcomes and evaluate the effectiveness of prevention and response initiatives.
- **gaps in prevention education and communication**, particularly in ensuring information is timely, accessible and consistently delivered across all student cohorts and campuses.
- **disproportionate impacts on students from priority and equity groups**, who may experience additional barriers to reporting, support and participation.
- **fragmentation of information and service coordination**, creating a risk that emerging concerns, patterns or opportunities for early intervention may not be identified promptly.
- **resourcing constraints**, staff resources to address all key risk areas.

The identification of these risks informed the development of Federation University's Plan and Outcomes Framework and guided the prioritisation of actions to strengthen prevention, improve support and reporting pathways and enhance organisational capability. Reflecting a commitment to continuous improvement, the

Plan and Outcomes Framework provides a structured roadmap for building on existing strengths while addressing identified gaps, supporting a whole-of-organisation approach to preventing and responding to gender-based violence and ensuring that Federation University continues to provide respectful, safe and inclusive learning, teaching and working environments for all members of its community.

Data and evidence analysis review

The Plan is informed by a strong evidence base that combines national research, sector insights and institutional data to identify priorities and guide action. This evidence includes:

- findings from the National Student Safety Survey 2021 (NSSS)
- analysis of reporting and disclosure trends for student and staff, and emerging risks
- student support service data
- reviews and assessments of relevant policies, procedures, and systems against the National Higher Education Code
- Our Watch Educating for Equality, and Respect and Equality in TAFE models; and Australia's National Research Organisation for Women's Safety (ANROWS).

Whole-of-organisation gender-based violence prevention and response plan

This Action Plan demonstrates the University's commitment to driving sustainable cultural and organisational change, while prioritising prevention, safety, support and accountability across all areas of university life.

Developed in alignment with the National Higher Education Code, the Plan has been informed by consultation with students, staff and relevant subject matter experts.

Federation University will continue to review and strengthen its approach to ensure actions remain responsive to emerging needs, evolving best practice and sector expectations.

Standard 1

Accountable leadership and governance

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

No.	Federation University action/initiative	Responsible	Timeline	Resources
1.1	Ensure that University Council (or a relevant subcommittee) includes members with expertise in student and staff safety and wellbeing, including gender-based violence, to strengthen governance oversight.	Governance, Strategy Vice-Chancellor's Office	December 2026	N/A
1.2	Develop an engagement framework and plan to support direct consultation with students, staff, and the wider university community to reflect their needs, experience, agency and expertise.	Director, Student Services and Registrar (DSSR) Director, People and Culture (DPC)	October 2026	N/A
1.3	Report to the University Council Inclusion Committee as governing body at least every six months against the outcomes framework of the Prevention and Response Plan.	Chief Learner Experience Officer (CLXO)	Ongoing	N/A
1.4	Establish an advisory group including expertise and lived experience of students and staff to provide continuous input into ongoing and emerging initiatives as they relate to the whole-of-organisation plan.	DPC DSSR	August 2026 and ongoing	Funding to cover costs of stakeholder engagement

Standard 1

Accountable leadership and governance

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

1.5	Implement and monitor a university-wide Gender Equality Action Plan (GEAP) with measurable outcomes that strengthen a safe, respectful and inclusive culture and reduce the drivers of gender-based violence.	DPC	30 November 2026	Existing capability and capacity – People and Culture
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Standard 2

Safe environments and systems

Higher education providers' environments are safe, and systems continuously improve to prevent and respond to gender-based violence

No.	Federation University action/initiative	Responsible	Timeline	Resources
2.1	Develop, implement and maintain a Gender-Based Violence Prevention and Response Policy , supported by procedures for staff and students that outline the prevention, reporting and response to gender-based violence. The Policy and procedures will be developed in consultation with students, staff, people with lived experience, subject matter experts, victim-survivors, cohorts disproportionately affected by gender-based violence and other relevant stakeholders. The Policy will be formally reviewed at least every three years, with supporting procedures updated as required to ensure they remain effective, compliant and responsive to emerging practice.	Vice-Chancellor (VC) supported by Chief Operating Officer (COO) and CLXO	August 2026	Existing capability
2.2	Undertake a review of processes, procedures and letter templates to ensure appropriate confidentiality requirements are consistent and support both discloser and respondent.	DSSR and DPC	March 2026	Existing capability and capacity – People and Culture – Student Services and Registrar
2.3	Integrate GBV related screening and declaration requirements into recruitment, promotion and employee code of conduct processes. Implement process to identify, assess and manage material risks arising where contractors, consultants or other non-employee staff have been investigated for, or determined to have engaged in gender-based violence.	DPC	July 2026	Existing capability and capacity – People and Culture

Standard 2

Safe environments and systems

Higher education providers' environments are safe, and systems continuously improve to prevent and respond to gender-based violence

No.	Federation University action/initiative	Responsible	Timeline	Resources
2.4	Implement a process within the review cycle for all policies and procedures to ensure these reflect a trauma informed approach, procedural fairness and prevention of gender-based violence.	Governance, Strategy and Office of the Vice-Chancellor (VCO)	January 2027	Existing capability and capacity – Governance
2.5	Implement a review cycle for the safety and accessibility of physical spaces on campus and in student residences.	COO and CLXO	January 2027	Existing capability
2.6	Embed safety and support information , including emergency contacts across all physical and digital environments.	COO and CLXO	October 2026	Existing capability
2.7	Develop a university-wide conflict of interest process for students and staff that includes the declaration of any existing or previous intimate personal relationship with that explicitly refers to real or perceived power imbalance.	Head of Legal	March 2027	Existing capability and capacity – Legal team

Standard 3

Knowledge and capability

Higher education providers build knowledge and capability to safely and effectively prevent and respond to gender-based violence

No.	Federation University action/initiative	Responsible	Timeline	Resources
3.1	Develop and deliver prevention and responding to disclosures annual training for students, leadership and staff through engagement with experts in GBV, students, staff, those who have experience GBV, disproportionately affected groups. Promote and widely disseminate evidence-informed prevention communication and key messaging and evaluate the effectiveness of campaigns to inform future prevention initiatives.	DPC and DSSR	November 2027 and ongoing	Appropriate operational budget and resource requirements to prioritise across organisation
		DSSR	June 2026	Project funding and internal resource commitment

Standard 3

Knowledge and capability

Higher education providers build knowledge and capability to safely and effectively prevent and respond to gender-based violence

No.	Federation University action/initiative	Responsible	Timeline	Resources
3.2	Develop and implement a training capability uplift program that includes all members of the University. Training will be as follows: - evidence based and trauma informed - co-designed with advisory group including those with lived experience. - specific and targeted programs as follows; - investigators - those undertaking risk assessments - residential environment - student leaders - Council and sub-committees, Vice-Chancellor and executive leadership - other groups identified through ongoing review - staff involved in the delivery of teaching and learning - build in to onboarding of students and staff - annually delivered	DPC and DSSR	Development completed by June 2027 Delivery September 2027	New capability capacity within the Student Equity and Safer Communities team
3.3	Implement ongoing monitoring and evaluation of prevention and response training.	DPC and DSSR	September 2027	Existing capability and capacity - People and Culture - Student Services and Registrar

Standard 4

Safety and support

Responses and support services are safe and person-centred

No.	Federation University action/initiative	Responsible	Timeline	Resources
4.1	Redevelop the existing student response to GBV procedure to explicitly include GBV information, risk assessment and individual safety plans. Work alongside students to ensure procedure meets the needs of student and staff cohorts and barriers to reporting.	DPC DSSR	September 2026	Existing capability and capacity – People and Culture – Student Services and Registrar
4.2	Monitor compliance with Working with Children Check compliance.	DPC	Ongoing	Existing capability and capacity – People and Culture
4.3	Enhance and uplift website content to ensure: - Easily accessible support services - Accessible and easy to find reporting and making a disclosure - Ensure clear terminology with broader awareness and communications campaign about GBV prevention, response and support pathways Articulate our commitment to eliminating GBV within Federation University and the broader community	Director, Digital Channels and Strategy (DDCS) Director, Retention Innovation and Student Experience VCO	August 2026	Existing capability and capacity
4.4	Develop templates and document processes including risk assessment and safety plans to support the safety of disclosers and respondents, including after-hours processes for residential and commercial environments.	DSSR	August 2026	Existing capability and capacity – Student Services and Registrar
4.5	Work with local partners as part of the Respect Ballarat initiative. Federation to participate in the Trade Voices project, Respect Ballarat initiative exploring student wellbeing, help-seeking and workshop culture in trade education.	Associate Director TAFE	July 2026	External partners

Standard 5

Safe processes

All processes are safe and timely

No.	Federation University action/initiative	Responsible	Timeline	Resources
5.1	Implement an online reporting portal for students, staff and others to make a disclosure or a formal report of GBV and seek support.	DPC DSSR	July 2026	Existing capability and capacity – People and Culture – Student Services and Registrar
5.2	Revise the family violence support procedure to reflect National Code alignment for students and staff.	DPC	December 2026	Existing capability and capacity – People and Culture
5.3	Maintain a centralised, clearly signposted online location through which students, staff and others can easily access information, support advice and reporting options related to GBV.	DDCS	August 2026	Existing capability and capacity – Digital Channels and Strategy

Standard 6

Data, evidence and impact

Higher education providers use evidence to inform their approach, measure change and contribute to the national evidence-base

No.	Federation University action/initiative	Responsible	Timeline	Resources
6.1	Commence trauma informed thematic analysis on disclosures and reports of gender-based violence to inform prevention initiatives.	DPC DSSR	May 2027	Existing capability and capacity – People and Culture – Student Services and Registrar
6.2	Participate as active contributors to communities of practice in prevention and response to gender-based violence.	DPC DSSR	Jan 2026 and Ongoing	Existing capability and capacity – People and Culture – Student Services and Registrar
6.3	Build reporting framework using newly implemented Client Management Software to collate data and analysis to strengthen whole-of-organisation approaches to prevention and response.	DPC DSSR	November 2026	Existing capability and capacity – People and Culture – Student Services and Registrar

Standard 6

Data, evidence and impact

Higher education providers use evidence to inform their approach, measure change and contribute to the national evidence-base

No.	Federation University action/initiative	Responsible	Timeline	Resources
6.4	Provide a six-monthly report to Council on progress against the Action Plan outcomes framework , including de-identified incident data and emerging trends in accordance the National Code. Reports will be submitted to the Respect @ Fed Committee for review prior to submission to the Inclusion Committee of Council.	CLXO COO VCO	February 2027	Existing capability and capacity across responsible portfolios
6.5	Develop a range of prevention initiatives in consultation and collaboration with student and staff representation groups and community partners based on findings and data collected in response reporting.	DPC DSSR	Ongoing	Existing capability and capacity – People and Culture – Student Services and Registrar

Standard 7

Safe student accommodation

Student accommodation is safe for all students and staff

No.	Federation University action/initiative	Responsible	Timeline	Resources
7.1	Collaborate, design and implement revised student accommodation, and after-hours support processes that ensure risk assessments and support plans are undertaken within 48 hours, and ensure training and guidance materials align with procedure and strengthen trauma informed after-hours support and response to disclosures and reports.	DSSR	October 2026	Existing capability and capacity – Student Services and Registrar
7.2	Develop and deliver mandatory training for residents, student accommodation staff , and any staff in substantive connection with Student Accommodation on prevention to GBV and responding to Disclosures. Embed training program into the compliance training suite for any new staff supporting student accommodation.	DPC DSSR Associate Director, Commercial Services	February 2027	Existing capability across responsible teams
7.3	Require all student accommodation staff to declare any investigation into, or finding of, gender-based violence (GBV) conduct , and any current or previous intimate personal relationship with a resident, assess and manage any associated risks, including conflicts of interest where required,	DPC DSSR	Ongoing	Existing capability and capacity – People and Culture – Student Services and Registrar

Standard 7

Safe student accommodation

Student accommodation is safe for all students and staff

No.	Federation University action/initiative	Responsible	Timeline	Resources
	and take any substantiated findings of GBV into account in relevant employment decisions, including promotion and recognition. Implement and socialise changes to conflict-of interest procedure to capture declarations and management plans from student accommodation staff where existing or previous intimate personal relationships exist with accommodation residents.			

DRAFT

Outcomes framework

This Outcomes Framework supports Federation University's Gender-based Violence Prevention and Response Action Plan and aligns with the seven standards of the National Higher Education Code.

It establishes a foundation for monitoring progress, strengthening accountability, and supporting continuous improvement across the University's prevention and response initiatives.

As the University continues to enhance its approach, this framework provides an initial set of indicators and measures to assess impact and outcomes. Federation University recognises that the development of meaningful, evidence-informed measures is an evolving process that requires ongoing review, collaboration and sector engagement. Performance measures and reporting mechanisms will be refined over time as data capability matures and best practice continues to develop.

Through this framework, Federation University is committed to contributing to sector-wide improvement, strengthening its evidence base, and ensuring its efforts to prevent and respond to gender-based violence are effective, transparent and responsive to the needs of its community.

Standard 1		Accountable leadership and governance	
Outcome	Sub-outcome(s)	Indicators	Measures (impact/progress)
Effective governance and a whole-of-organisation approach prioritises safety and support in preventing and responding to gender-based violence	Executive leaders, governing bodies, and committees have a strong understanding and demonstrate accountability of the Code and are equipped to prevent and respond to GBV.	The organisation embeds GBV prevention and response across its priorities and governance frameworks. Activities for preventing and responding to GBV are reflected in strategic and operational planning across Federation University.	GBV is an agenda item for discussion at the Council Inclusion Committee (biannually). Federation University submits biannual progress reports to the Inclusion Committee and Council, presenting de-identified data, identified trends, and actions demonstrating progress in implementation measured through number of meetings held. Summary distributed to University community after each meeting.
		University governing bodies and their subcommittees are structured to include expertise in safety, GBV and wellbeing.	Appointment of new members of University Council takes into consideration requirements of subject matter expertise in the fields of safety and GBV.

Standard 1		Accountable leadership and governance	
Outcome	Sub-outcome(s)	Indicators	Measures (impact/progress)
	Federation University has implemented structured processes and plans to support the prevention of and response to GBV.	The University-wide Gender Equality Action Plan (GEAP) is implemented and reviewed. The Respectful and Inclusive Communities Action Plan (RICAP) is renewed 2027–2030.	Evidence of formal endorsement by the University's governing body is accompanied by publication on official platforms. A biennial review cycle is documented in governance calendars and records. Updates are made to the GEAP reflecting the inclusion of staff and student equity metrics.

Standard 2		Safe environments and systems	
Outcome	Sub-outcome(s)	Indicators	Measures (impact/progress)
Higher education providers' environments are safe and systems continuously improve to prevent and respond to Gender-based Violence	Institutional understanding of GBV and person-centred and trauma informed responses are continually strengthened.	Number of disclosures and reports made.	Change in the number of disclosures received from students and staff
		New GBV Policy and Procedure implemented.	Students and staff are aware of the Policy and Procedure and know where to find measured through feedback surveys and focus groups.
		GBV Policy and Procedure have regular review process.	Number of students and staff who contribute to review process.

Standard 3		Knowledge and capability	
Outcome	Sub-outcome(s)	Indicators	Measures (impact/progress)
Build knowledge and capability to safely and effectively prevent and respond to gender-based violence (GBV)	We ensure our community of staff and students engage in learning that builds a shared understanding of GBV, including what it is, how and why it occurs, and the significant impacts it can have. Leaders, students and staff are equipped to understand GBV and their role in preventing it, with responses to disclosures guided by expert-led approaches to ensure safe, trauma-informed and effective support.	Staff recognise GBV behaviours, understand their drivers, take action to prevent GBV, and seek support for themselves or others when needed.	Staff build and demonstrate increased understanding of GBV and workplace sexual harassment, including key concepts, drivers, intervention strategies, support options, and responsibilities. Number of staff who have participated in training.
		Training on GBV disclosure is provided to all roles with identified relevant responsibilities.	The University delivers GBV training aligned with the National Code and based on trauma-informed, person-centred principles to all identified, relevant roles. Participation is monitored and recorded with feedback received continuously reviewed to support ongoing continuous improvement. Number of training sessions delivered on receiving a disclosure to students and staff.
		Evidence-based prevention programs are implemented and evaluated to support continuous improvement.	Students recognise GBV behaviours, understand their drivers, contribute to prevention efforts, and access appropriate support for themselves or others when required. Number of students who contribute to evaluations of training programs and other prevention initiatives.
		Federation ensures all staff and students undertake foundational learning that builds a shared understanding of GBV, including its nature, contributing factors, and associated impacts.	Percentage of students and staff that undertake foundational learning increases year on year across the lifespan of the Plan. Number of executive leaders and members of Council committees who have participated in foundational learning in the prevention of GBV across the lifespan of the Plan.

Standard 4			Safety and support
Outcome	Sub-outcome(s)	Indicators	Measures (impact/progress)
Responses and support services are safe and person-centred	Staff and students impacted by gender-based violence (GBV) receive timely, person-centred support grounded in trauma-informed practice.	All disclosures and formal reports are handled and responded to in a timely, trauma-informed, and person-centred way.	Staff and students report satisfaction with support services as inclusive, culturally safe, and affirming of their identities and experiences. Number of students and staff who contribute to service evaluations and satisfaction score ratings.
	Both students and staff are aware of and confident accessing Federation University support services for information and assistance related to GBV.	Increased knowledge and confidence in accessing support services and options for support and reporting.	Staff and students report an increase in confidence and knowledge in accessing internal support services measured through regular feedback gathered from service users. Number of students and staff accessing services.

Standard 5			Safe processes
Outcome	Sub-outcome(s)	Indicators	Measures (impact/progress)
All processes are safe and timely	Timely, person-centred support grounded in trauma-informed practice is provided to all people of the university affected by gender-based violence.	A unified, easily accessible online platform provides information, support, and reporting options related to gender-based violence, supported by well-defined and clearly communicated processes for managing disclosures.	A central and accessible online platform for gender-based violence information is live, maintained, and regularly updated for accuracy. Disclosure pathways are clearly documented and communicated to all stakeholders, with feedback actively collected and used to inform ongoing improvements.
		Formal reports are investigated consistently in accordance with the Code, with reports and appeals finalised within required timeframes.	All reports are investigated and outcomes are formally documented, with completion rates tracked and reported against 45- and 20-day timeframes. Timeliness of completion is actively monitored in line with established protocols.

Standard 5			Safe processes
Outcome	Sub-outcome(s)	Indicators	Measures (impact/progress)
		Three-yearly assessment of response procedures, reporting mechanisms, and complaints management functions.	All procedural, process and response changes informed by consultation and feedback from disclosers, responders and advisory groups as part of three yearly assessment.

Standard 6			Data, evidence and impact
Outcome	Sub-outcome(s)	Indicators	Measures (impact/progress)
Use evidence to inform approach, measure change and contribute to the national evidence-base	Data is collected in a consistent, robust, and transparent manner, using an inclusive and person-centred approach to capturing demographic information, to inform, measure, and continuously strengthen gender-based violence prevention and response efforts.	An integrated, university-wide system for tracking disclosures and reports enables data-driven prevention strategies and supports continuous improvement in responses to gender-based violence that align with the National Code standards and trauma informed practice.	The system tracks disclosures, reports, and complaints, with data made available to support organisational oversight and prevention planning. Analysis of gender-based violence data and research informs updates to policies, training, and prevention activities, with all data-driven changes formally documented to support accountability and continuous improvement.
	Collaborative partnerships within the sector and community to promote collective learning, support innovation, and contribute to the development of a stronger national evidence base.	Staff and key personnel actively participate and engage in partnership, community and sector working groups and initiatives.	Number of activities/events participated in. Number of partnerships with community.

Standard 7		Safe student accommodation	
Outcome	Sub-outcome(s)	Indicators	Measures (impact/progress)
Student accommodation is safe for all students and staff	Federation University owned-and-operated student accommodation is a safe, respectful and a well-supported residential environment that proactively works to ensure gender-based violence is prevented from occurring.	All designated student accommodation staff are trained to effectively respond to disclosures and manage gender-based violence risks, including the identification, monitoring, and mitigation of safety concerns.	Training is completed, with attendance and compliance systematically monitored and documented. Increase in staff trained who report knowledge, skills and confidence uplift.
		Students residing in University owned-and-operated accommodation receive compulsory training prior to commencement of residential agreement.	Number of students reporting confidence in how to seek help and access services, obtained from residential survey data. Number of students completing training.
		GBV information, support services and reporting pathways are clearly visible and readily accessible within student accommodation settings.	The organisation analyses resident satisfaction and safety surveys and ensures GBV policies, reporting pathways, and support services are clearly visible across accommodation web pages and resident handbooks.