

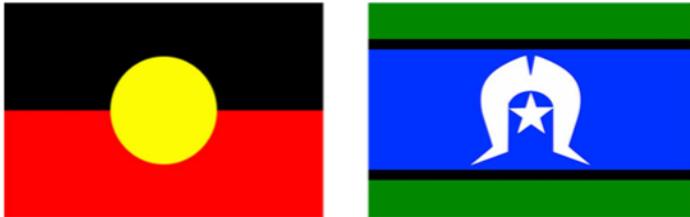
# **Gender-based Violence Prevention and Response**

## ***Outcomes Framework***

**2026-2029**

12/11/2025  
Version 1

## Acknowledgement of Country



Victoria University acknowledges, recognises and respects the Ancestors, Elders and families of the Bunurong/Boonwurrung, Wadawurrung and Wurundjeri/Woiwurrung of the Kulin who are the traditional owners of University land in Victoria, the Gadigal and Guring-gai of the Eora Nation who are the traditional owners of University land in Sydney, and the Yulara/YUgarapul people and Turrbal people living in Meanjin (Brisbane).

## Acknowledgement of Victim-Survivors

Victoria University acknowledges the victim-survivors of family violence, sexual assault, and all forms of gender-based violence – including our staff, students and community members who have experienced harm. We are deeply grateful for their generous contribution to this work to prevent and respond to gender-based violence. We stand with you, support you and listen to you.

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# Principles that guide the Plan

<b>First Nations and Truth-Telling</b>	We acknowledge the link between gender-based violence, colonisation and racism and commit to truth-telling and culturally safe, decolonising practices.
<b>One VU Response</b>	We ensure a whole-of-university approach which includes students and staff, fostering a safe and respectful environment across all areas of university life – an embodiment of One VU.
<b>Intersectional and equity-led</b>	We apply an intersectional approach and ensure equal access to education and employment for all genders and communities.
<b>Active engagement of all genders</b>	We engage all genders in prevention and response recognising that while women and LGBTIQ+ people are most affected, men have a vital role to play.
<b>Trauma-informed practice</b>	We embed trauma-informed approaches that prioritise safety, compassion and dignity, acknowledging systemic and intergenerational impacts of violence.
<b>Learning and working with others</b>	We collaborate with expert organisations and community leaders, using their knowledge and experience to strengthen our efforts to end gender-based violence.
<b>Research, lived experience and evidence-based</b>	We use research, lived experience and data to guide our work, ensuring our work remains inclusive and effective.

# Action Area 1. Accountable leadership and governance

Leaders drive a whole-of-university approach to preventing and responding to gender-based violence. Through strong governance and oversight they ensure accountability and a culture of safety and respect.

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
1.1	Deliver annual training to University Council, Executive and governance body members on gender-based violence to support their leadership responsibilities and informed decision-making.	1	University leadership is knowledgeable, accountable and confident in preventing and responding to gender-based violence, demonstrating informed and transparent decision-making.	100% of Council, Executive and governance members complete annual training.  Gender-based violence prevention and response discussed in governance meetings at least twice annually.	Training register  Action registers and minutes documenting gender-based violence-related decisions	Annual
1.2	Update Terms of Reference for the Audit and Risk Committee to include expertise in student and staff safety and wellbeing.	1	University governance structures embed shared accountability for staff and student safety and wellbeing.	Terms of Reference include gender-based violence prevention and wellbeing oversight and expertise in student/staff safety committee membership.	Updated Audit and Risk Committee Terms of Reference	2026
1.3	Establish a management Steering Committee chaired by the Vice-Chancellor – with representation from those with lived and living experience – to lead a whole-of-university approach to respect, safety, gender equality, diversity, inclusion, wellbeing and belonging.	1, 2.1	An inclusive governance approach strengthens the University's capacity to prevent and respond to gender-based violence and foster a respectful, safe and equitable institutional culture.	Steering Committee established with lived experience representation.  Implementation reports every 6 months demonstrate progress across all VU campuses, domains and environments.  De-identified trend data shows increased disclosures and reports.	Steering Committee Terms of Reference and membership list  Gender-based Violence Prevention and Response Implementation and Capability Report every 6-months  De-identified response data trends and insights.	2026  From 30 June 2026 and every 6 months thereafter  Annual
1.4	Include gender-based violence responsibilities in leadership and student leader role descriptions and embed these responsibilities in performance goals.		Leadership and student roles visibly embed gender-based violence prevention and response responsibilities, reinforcing a culture of respect and accountability.	All leadership and student leader role descriptions include gender-based violence responsibilities.  Annual performance reviews assess gender-based violence leadership accountability.	Updated position descriptions and performance development templates  Annual performance reports or summaries	2026  Annual

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
1.5	Implement a multi-channel communication plan to: <ul style="list-style-type: none"> <li>Build knowledge and capability across the University</li> <li>Promote support services</li> <li>Communicate how data is used for improvement</li> <li>Share actions taken in response to findings.</li> </ul>	3.5 - 3.7, 6.1–6.6	A consistent, transparent communication approach strengthens awareness and engagement with gender-based violence prevention and response initiatives.	Gender-based violence communications plan implemented with evidence of reach and engagement to all cohorts.  Staff and student awareness of prevention, reporting, and support increases annually.	Gender-based violence Prevention and Response Communications Plan  6-monthly communication and engagement reports  Campaign and signage examples	2026 and every 6 months thereafter
1.6	Apply the Plan consistently across all University settings, including face-to-face and online learning, research, work placements and commercial spaces.	1, 2.4, 7.2	Gender-based violence prevention and response standards are consistently applied across all University domains and environments.	Audits every 6-months confirm consistent implementation of gender-based violence standards across all domains and environments.  Staff and student feedback demonstrates confidence in safe, inclusive environments.	Implementation reports by domain and environment  Compliance audit summaries Staff and student engagement feedback	From 30 June 2026 and every 6 months thereafter
1.7	Meet all review and reporting requirements outlined in the Code within required timeframes.	1, 6.2, 6.5-6.6	The University meets all Code reporting requirements through timely, transparent review and continuous improvement.	Prevention and Response Plan Performance Report every 2-years  All Code-related reports and review documentation supplied when quired.  Annual collection and reporting of process, incident and de-identified demographic data completed in line with National Code requirements.	Prevention and Response Plan Performance Report  Code compliance tracking register  Annual GBV data reporting pack	2027 & 2029  2026 – 2029  2027, 30 June and each following calendar year

## Action Area 2. Safe environments, safe systems

Clear policies, ethical practices and accountable systems create safe learning and working environments.

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
2.1	Develop a dedicated Gender-Based Violence Policy.	2.3–2.7	VU maintains a clear, inclusive policy framework for preventing and responding to gender-based violence, aligned with legislation and best practice.	Policy endorsed by governing bodies and published across all platforms.  Annual review demonstrates alignment with legislation and best practice.	Gender-based violence Prevention and Response Policy and endorsement and review documentation  Annual policy review and accessibility Annual report	2026
2.2	Publish gender-based violence policies and processes in plain English and provide translation options via the VU website and staff/student portals.	2.3	Staff and students can easily access clear, inclusive information on gender-based violence policies and supports in multiple formats and languages.	Plain English and translated policy versions developed.  Versions published across key portals with engagement data and feedback showing improved understanding.	Plain English GBV Policy and Procedure Suite.  6-monthly accessibility and engagement summary.	2026  Six-monthly
2.3	Develop and implement procedures to meet Working With Children Check requirements, including screening for prior gender-based violence investigations and conducting risk assessments as needed.	2.1	A robust and compliant risk management framework ensures that all individuals in positions of trust or leadership are appropriately screened and monitored to maintain safe environments for all.	100% of applicable staff and leaders maintain current WWCC and declarations.  Annual audits confirm compliance and completed risk assessments.	WWCC Compliance Register  Annual WWCC and Risk Assessment Audit Report	2026
2.4	Establish a system for recording and monitoring gender-based violence-related findings or investigations and integrate this information into performance management, promotion and recognition processes.	2.1	A transparent, central system supports University-wide oversight and accountability for managing gender-based violence-related findings.	Secure system operational and integrated with HR and governance frameworks.  Annual oversight report confirms compliance and management action.	Gender-based violence Investigations and Findings Register (restricted access)  Performance and promotion process documentation	2026  Annual

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
2.5	Include gender-based violence conduct clauses and declaration requirements in contracts with third parties and contractors and mitigate identified risks prior to engagement.	2.5, 7	Contractors and partners operate in alignment with the VU's gender-based violence prevention and safeguarding standards, ensuring external relationships uphold a culture of safety and accountability.	All contracts include gender-based violence compliance clauses.  Annual audits confirm compliance with safeguarding standards.  Risks identified and addressed through documented procedures.	Procurement and contractor compliance register  Contracts including gender-based violence clauses  Annual compliance and risk mitigation audit reports	2026  Annual
2.6	Implement a conflict-of-interest declaration process for staff-student relationships, including annual declarations and clear guidance on managing risks in supervisory, teaching, or decision-making contexts.	2.2, 2.3	Boundaries between staff and students are transparent and well-defined, with systems in place to manage conflicts of interest.	Conflict-of-interest declaration process and guidance on staff-student boundaries developed.  Conflict-of-interest declarations completed and monitored, with compliance data showing understanding of boundaries and risks managed proactively.	Conflict-of-interest declaration process and guidance materials.  Conflict-of-interest declarations register.  Annual awareness and compliance summary.	2026  Annual
2.7	Develop and implement a protocol for safe alternative work, study, or supervision arrangements following gender-based violence disclosures, in collaboration with support teams.	4.1-4.5, 4.8,	Staff and students disclosing gender-based violence are supported through safe, flexible and confidential arrangements.	Safe alternative arrangements protocol developed alongside support plan processes.  Safe alternative arrangements implemented and reviewed every six months, with feedback showing improved safety and support.	Safe alternative arrangements protocol  Six-monthly implementation and feedback summaries.  De-identified records of case reviews and improvements.	2026  Six-monthly
2.8	Conduct gender impact assessments during scheduled reviews of policies and institutional frameworks.	2.3, 2.7	University policies and frameworks actively consider gender impacts to ensure inclusive and equitable decision-making.	Gender Impact Assessments (GIAs) incorporated into policy and framework reviews.  Annual summary shows policy updates made in response to GIA findings.	GIA templates and completed examples  Training and implementation tracking reports	2026  Annual
2.9	Design and implement a gender-based violence response system that enables safe reporting, captures relevant data and informs continuous improvement.	5, 6.1–6.3, 6.5–6.13	A centralised, trauma-informed gender-based violence reporting system enables safe, confidential reporting and drives ongoing improvement.	Reporting system established and promoted across all University domains.  Confidential reports are securely tracked through defined follow-up procedures, and annual analysis	Gender-based violence reporting system and user guidance  Response System documentation; Quarterly gender-based violence data reports;	2026  Quarterly

No. Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date	
2.10	Prior to appointing student leaders, screen for prior gender-based violence complaints and investigations.	2.1, 2.5	Student leadership appointments reflect the University's commitment to safety, integrity and accountability.	identifies trends that inform policy, training, and system improvements. Recruitment and appointment processes include mandatory gender-based violence screening. Annual audits confirm compliance with screening and declaration requirements.	Continuous improvement register Student leader screening and compliance register and procedure documentation Annual audit and risk summary report	2026 Annual

## Action Area 3. Raising awareness, building knowledge, strengthening capability

Staff and students are equipped with the knowledge and confidence to play their part in preventing and responding to gender-based violence.

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
3.1	Implement a Respect Capability Framework to guide inclusive, intersectional, culturally respectful and trauma-informed practice across VU.	3.1-3.4, 3.6-3.13, 4.1-4.3, 4.5-4.7, 6.5-6.6, 6.9	Staff and students are equipped with the knowledge and confidence to foster a safe, inclusive and respectful University culture.	<p>Respect Capability Framework developed with strategies for inclusive, trauma-informed practice.</p> <p>Framework adopted across priority programs with annual evaluation showing improved capability and confidence, and stakeholder feedback evidencing inclusive, trauma-informed practice.</p> <p>De-identified trend data shows increased disclosures and reports.</p>	<p>Respect Capability Framework</p> <p>Annual capability evaluation summary.</p> <p>De-identified response data trends and insights.</p>	<p>2026</p> <p>Annual</p>
3.2	Embed trauma-informed, person-centred and culturally responsive disclosure-response training for staff likely to receive disclosures and all student leaders.	3.2, 3.8–3.11, 4.1–4.3, 4.9, 6.5–6.6	Staff and student leaders are confident and capable of responding appropriately to disclosures of gender-based violence in a trauma-informed, supportive and safe manner.	<p>Trauma-informed, person-centred disclosure-response training content developed</p> <p>Training delivered across programs with evaluations showing increased confidence and competence, and feedback demonstrating trust in response processes and support services.</p>	<p>Training content</p> <p>Annual capability and confidence summary</p> <p>De-identified disclosure-response feedback summaries</p>	<p>2026</p> <p>Annual</p>
3.3	Embed gender-based violence and respect training across the staff and student lifecycle, including induction, leadership development and progression programs.	3.1–3.2, 3.5 3.10–3.11, 3.13, 6.5–6.6	Leaders, staff and students demonstrate strengthened capability and accountability through inclusive decision-making and commitment to gender equality.	<p>Gender-based violence and respect training content developed for induction, leadership and progression programs.</p> <p>Training embedded across staff and student lifecycle programs, with annual participation and evaluation data</p>	<p>Training content and program documentation.</p> <p>Induction and leadership training register.</p>	<p>2026</p>

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
				showing improved completion and inclusive leadership practice.	Capability Evaluation and Inclusion Survey Report.	Six-monthly
3.4	Deliver targeted gender-based violence risk assessment and response training for staff in specialised roles, refreshed at least every three years.	3.10, 3.14-3.18, 4.4-4.10, 6.10	Staff maintain confidence and skill in assessing and responding to gender-based violence risks using trauma-informed, evidence-based approaches.	Targeted gender-based violence risk assessment and response training content developed for specialised roles that aligns with Code requirements.  Staff complete training within the three-year cycle, with evaluations showing improved confidence and application of risk assessment processes, and training content updated.	Training curriculum and materials  Gender-Based Violence Risk Assessment Training Register  Training evaluation and feedback reports  Curriculum review log (3-yearly updates)	2026  2026 & 2029
3.5	Establish and maintain structured monitoring, feedback and evaluation processes to inform improvements in prevention and response education.	3.1–3.2, 3.6–3.7, 3.10, 6.10 - 6.11	Prevention and response education remains effective, inclusive and responsive to emerging research, feedback and community needs.	Monitoring, feedback and evaluation processes established.  Annual reviews capture participant insights, improve training quality and accessibility, and ensure alignment with best practice.	Annual Gender-Based Violence Training Evaluation Report.  Continuous Improvement Log.  Quality Assurance and Benchmarking Plan.	2026  Annual
3.6	Collaborate across VU to deliver campaigns and events marking days of significance, including Respect Week.	3.5–3.7, 6.9	A coordinated, university-wide approach promotes awareness, inclusion and gender equality through visible campaigns and events.	Annual calendar of days of significance implemented across all campuses and platforms.  Evaluation shows improved awareness and informs future campaigns.	Collaboration records with University domains and community partners  Campaign calendar  Engagement and evaluation summary by campus, domain, and environment	Annual
3.7	Implement the Educating for Equality and Respect (HE) and Equality in TAFE programs in partnership with Our Watch, ensuring diverse	3.1-3.3, 3.5-3.7, 6.5-6.6	An evidence-based, whole-of-institution approach to primary prevention is embedded across all VU domains, led	Program integrated across relevant domains; implementation reports show application of prevention principles.	Annual Educating for Equality Implementation evaluation and progress report (HE and TAFE)  Leadership participation register	Annual

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
	representation in prevention leadership.		by diverse and representative prevention leaders.	Participation data show diverse staff, student and leadership representation.		
3.8	Develop and deliver programs to broaden allyship in gender-based violence prevention, with a focus on engaging cisgender men and other key groups.	3.1-3.7, 6.6	An evidence-based approach actively engages cisgender men and key community groups as allies in gender equality and gender-based violence prevention, fostering shared responsibility and inclusive leadership.	<p>Programs designed to engage cisgender men and other key groups across disciplines as allies in gender-based violence prevention.</p> <p>Participation data shows increased engagement from key groups, and evaluations indicate improved allyship, role-modelling and attitudes toward gender equality.</p>	<p>Program design documents and engagement strategy.</p> <p>Engagement and participation reports (disaggregated by gender identity and background)</p> <p>Allyship and role-modelling case studies</p> <p>GEAP and WGEA reporting data</p>	<p>2026</p> <p>Annual</p>
3.9	Review and strengthen gender-based violence risk assessment tools and internal operational capability.	3.14-3.17, 4.4-4.10	A consistent and proactive risk management framework supports safe and evidence-based identification and mitigation of gender-based violence risks.	<p>Risk assessment tools reviewed and updated to reflect current evidence and standards.</p> <p>Annual reviews confirm staff capability in applying updated risk assessment protocols, with expert input informing ongoing improvements.</p> <p>Expert input documented and integrated into updates.</p>	<p>Updated gender-based violence risk framework and tools</p> <p>Annual Risk Assessment Capability and Improvement Report</p> <p>Expert engagement register</p>	<p>2026</p> <p>Annual</p>
3.10	Review and strengthen internal processes for managing gender-based violence cases including investigations, with external support if needed.	3.14-, 3.18, 4.6-4.7, 5.6-5.7	A transparent, trauma-informed case management system ensures timely, fair and effective resolution of gender-based violence cases.	<p>Annual capability review completed and improvements implemented within set timeframes.</p> <p>Investigation timeliness and feedback metrics show continuous improvement.</p>	<p>Annual capability review report</p> <p>Process and timeliness dashboard with feedback summary</p>	<p>Annual</p>

## Action Area 4. Support that protects, response that provides choice

Timely, trauma-informed support and fair processes are available to anyone affected by gender-based violence.

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
4.1	Establish and communicate the multiple pathways for receiving disclosures and reports.	4.1–4.3, 4.9 - 4.10, 5.1–5.5, 6.5–6.6	Staff, students and third parties have accessible, trusted and well-communicated options for disclosing or reporting gender-based violence.	Clear, inclusive reporting and disclosure pathways available and promoted across all domains.	Pathways communication plan	2026
				Accessibility reviews confirm information is trauma-informed and easy to navigate.	Accessibility review and engagement summary	Annual
					Risk Assessment and Monitoring Register	
4.2	Evaluate and strengthen processes for risk assessments, investigations and outcomes, ensuring timely communication, fair and proportionate responses and adherence to principles of safety, privacy, transparency and collaboration.	2.8, 4, 5, 6	Gender-based violence assessments and investigations are timely, trauma-informed and transparent, ensuring fairness, safety and consistency across all cases.	Evaluations confirm investigations are timely, fair, and trauma-informed and inform ongoing prevention and system improvements.	Annual Response and Process Evaluation Report	Annual
				Victim-survivor feedback demonstrates improved trust and satisfaction.	System audit and compliance summary	
4.3	Coordinate interpersonal safety matters using a structured, risk-informed process with timely referrals.	4.1 - 4.6	Interpersonal safety matters are managed promptly and consistently through a clear, risk-informed approach that builds trust and accountability.	Structured, risk-informed triage and referral process developed for interpersonal safety matters.	Staff training completion and competency record.	2026
				Referral pathways used consistently, with timely follow-up demonstrating coordinated case management and reliable case resolution.	Case triage and referral tracking register.	Annual case management audit summary.
4.4	Provide clear referral pathways to internal and external specialist services	4.1 - 4.3, 5.1 - 5.3	Students and staff have equitable, trauma-informed access to internal and external	Referral pathways developed and clearly documented for internal and external specialist services.	Referral Pathway Map and Procedure.	2026

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
	to support timely access to assistance.		specialist support through clear, well-communicated referral pathways.	Referral pathways used consistently across settings, with feedback confirming accessibility and confidence in referral processes.	Accessibility and Satisfaction Feedback Summary. Referral tracking and feedback summary.	Annual
4.5	Evaluate and update support services to align with person-centred, culturally safe and trauma-informed practice and procedures for disclosers and respondents.	4.1–4.3, 4.5–4.10	Support services consistently provide person-centred, trauma-informed and culturally safe care for disclosers and respondents.	Annual reviews confirm services meet trauma-informed and inclusive standards. Feedback shows improved safety, accessibility and responsiveness. Collaboration with lived experience experts informs service improvement.	Annual Service Evaluation Report Feedback Summary Continuous Improvement Log	Annual
4.6	Establish a central gender-based violence prevention and response team to coordinate resources and support.	1 (and all reporting)	A central team strengthens coordination, reporting and prevention efforts across the University.	Central team operational with clear governance, reporting, and communication functions. Oversight bodies receive regular performance and improvement reports. Cross-departmental collaboration and support strengthens prevention and response initiatives and processes and enables coordinated university-wide reporting.	Team governance charter Implementation plan and reviewed plan and evaluation Performance reporting pack	2026 Six-monthly
4.7	Implement a regular review cycle and evaluation framework for support services.	4.1, 4.3, 4.6	Support services remain accessible, effective and trauma-informed through ongoing review and improvement.	Annual service evaluations completed with improvement actions implemented. Review findings show increased trust and satisfaction with services.	Annual Review and Improvement Report Evaluation and Action Tracking Register	Annual

## Action Area 5. Evidence-led action, evaluation and continuous improvement

Data is collected and used safely to improve prevention and response efforts and contribute to sector-wide knowledge.

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
5.1	Establish a gender-based violence data governance framework that defines roles, responsibilities and protocols for data collection, analysis and reporting, incorporating privacy, transparency and cultural safety principles.	6.1–6.3, 6.5–6.6, 6.10– 6.13 -	Data practices enable a coordinated, whole-of-institution approach to gender-based violence reporting and analysis, ensuring transparent, evidence-based decision-making and continuous improvement across all domains.	Gender-based violence data governance framework developed, defining roles, responsibilities and protocols for safe data collection, analysis and reporting.  Framework implemented and used consistently, with data informing prevention, response and continuous improvement initiatives.	Data collection framework  Monitoring dashboard  Annual data summary	2026  Annual
5.2	Collect data from disclosures and complaints using trauma-informed processes and use findings to inform updates to policies, practices, education and support services.	6.2 – 6.7, 6.8 – 6.10	Trauma-informed data collection supports continuous improvement of gender-based violence-related policies, practices and education.	Trauma-informed data collection and analysis protocols are established and adopted across VU.  Data from disclosures and complaints is analysed using these protocols, with 6-monthly insights informing updates to policies, practices, prevention initiatives and support services.	Data collection protocol  Insights and improvement report  Policy and practice update log	2026  Annual
5.3	Conduct annual analysis of gender-based violence trends and gaps using quantitative and qualitative data and report findings to inform prevention and response improvements.	6.2 – 6.3, 6.7, 6.10 – 6.11	Annual gender-based violence data analysis identifies trends and informs prevention, response and continuous improvement strategies.	6-monthly trend and outcome analysis identifies risks and drives prevention and response updates. Findings inform policy, training and leadership decision-making across the University.	6-monthly trends report Prevention and response improvement plan Leadership briefing summary	Six-monthly

## Action Area 6. Life on campus

Prevention is embedded across university life to create safe, inclusive environments – in staff-student interactions, online platforms and physical spaces including student accommodation.

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
6.1	Update commercial agreements, policies, and monitoring processes for accommodation providers to align with the Code and assess ongoing compliance.	7	University accommodation arrangements consistently meet Code requirements through aligned agreements, policies and compliance monitoring.	Accommodation agreements, policies and monitoring processes align with Code standards.	Updated accommodation agreements	2026
				Reviews confirm compliance and inform improvements to provider practices and annual reporting against the Code.	Compliance monitoring reports	Annual
					Annual accommodation review	
6.2	Deliver in-person 'Respond to Disclosures' training to UniLodge Residential Advisors and provide clear referral protocols to VU support services.	7	Residential Advisors are trained and confident to respond to disclosures and make appropriate, trauma-informed referrals.	100% of Residential Advisors complete disclosure-response training.	Training completion records Referral protocol guide	2026
				Evaluation shows improved confidence and correct referral practices.	Post-training evaluation summary	Annual
6.3	Continue to deliver the Thrive: Active Living and Wellness program, incorporating gender-based violence education opportunities to support connected and inclusive campus life.	3.1–3.3, 3.5–3.7, 6.9, 6.11	Staff and students in residential and campus environments feel supported, included and connected through the Thrive program.	Thrive program embeds gender-based violence education and inclusion activities across campuses and environments.  Evaluation shows improved wellbeing, belonging and inclusion.	Thrive Program Participation Reports  Annual Wellbeing and Inclusion Survey  Program Evaluation Summary	Annual
6.4	Develop a Physical Safety Action Plan based on staff and student feedback and campus safety audits, addressing lighting, visibility, accessibility, inclusive design and safe spaces.	2.7, 6.2, 6.5, 7	Physical environments across all campuses are safe, inclusive and responsive to community feedback.	Physical Safety Action Plan developed based on audits and community feedback.	Physical Safety Action Plan.	2026
				Annual safety audits completed, improvements tracked through the Action Plan, and feedback shows increased perceptions of safety and accessibility.	Annual Safety Audit Reports.  Campus Improvement Tracking Log.	Annual

6.5	Develop a Digital Safety Action Plan Include based on staff and student survey data.		Digital environments across the University are safe, inclusive and continuously improved through evidence and feedback.	Digital Safety Action Plan developed based on staff and student survey data.  Survey results inform annual updates, and digital environments show improved accessibility and inclusion.	Digital Safety Action Plan  Annual Digital Safety and Inclusion Survey  Policy and System Improvement Reports	2026  Annual
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## Action Area 7. Teaching, learning and research

Gender-based violence prevention is embedded across teaching, learning and research, fostering respectful learning environments and advancing research that deepens understanding of intersectional experiences and drives social change.

No.	Deliverables to 2029	Code Section	Outcomes	Indicators	Artefact	Date
7.1	Expand curriculum integration of gender equality and primary prevention education across VU by building on pilot programs in TAFE, Early Childhood Education and Criminology through the Our Watch partnership.	3.3, 3.6, 3.9, 6.1, 6.5-6.6	Gender equality and gender-based violence prevention education are systematically embedded across disciplines through curriculum expansion and staff capability building.	Curriculum embeds prevention and equality education across disciplines.  Evaluation shows improved understanding and confidence in gender equality and gender-based violence prevention.  New and revised curriculum areas incorporate prevention and equality education.	Curriculum Mapping and Integration Reports  Annual Teaching and Learning Review  Staff Professional Learning Records	2026  Annual
7.2	Audit and improve physical and online teaching and learning environments – including work-integrated learning and clinical placements – to ensure they are equitable, accessible, respectful and safe.	3.1-3.3, 4.1-4.3, 6.2	Teaching, research and placement environments promote inclusion, respect and safety in all learning modes and sites.	Audit process established to assess safety, accessibility and inclusion across teaching, research and placement environments.  Staff and student feedback shows increased sense of safety and respect, audits confirm equitable and inclusive environments, and action plans implemented to address risks and accessibility improvements.	Learning Environment and Placement Audit Reports  Action and Compliance Plans  Staff and Student Evaluation Summaries.	2026  Annual

7.3	Deliver training and resources to teaching and research staff to incorporate respect and inclusion principles into discipline-specific teaching practice.	3.1-3.3, 4.1, 4.3, 6.7	Teaching and research staff demonstrate confidence in applying respect, inclusion and gender-based violence prevention principles in curriculum and engagement.	<p>Training and resources developed to support teaching and research staff to embed respect, inclusion and prevention principles in discipline-specific practice.</p> <p>Annual review shows staff demonstrate confidence applying these principles, with evaluation showing improved understanding and application in curriculum and engagement.</p>	<p>Training and resources</p> <p>Training participation log</p> <p>Evaluation summary</p> <p>Updated academic guides.</p>	<p>2026</p> <p>Annual</p>
7.4	Strengthen respectful supervisory practices in Higher Degree by Research (HDR) programs through targeted training and integration into the Researcher Development Academy.	3.1	HDR supervisors and candidates foster respectful, supportive and inclusive supervisory relationships that enhance wellbeing and academic success.	<p>HDR supervisors complete training on respectful, trauma-informed supervision.</p> <p>Survey data show improved supervisory culture and satisfaction.</p>	<p>Supervisor Training Participation Records</p> <p>HDR Experience and Satisfaction Surveys</p> <p>Annual Supervisory Capability Report</p>	Annual
7.5	Lead and expand research into gender-based violence prevention and gender equality to inform VU's approach and contribute to broader social change.	3.2, 6.2, 6.6	VU leads national research on gender-based violence prevention and gender equality, translating evidence into policy, education and institutional practice.	<p>VU produces and applies research that informs policy, education and practice.</p> <p>Evidence of translation into prevention and institutional improvement initiatives.</p>	<p>Annual research report</p> <p>Research outputs repository</p> <p>Research impact summary</p>	Annual