

Policy Owner	University Registrar (Principal Executive Officer)
Contact Officer	Staff: Chief People Officer Students: Director, Student Success and Wellbeing
Endorsement Authority	University Registrar
Date of Next Review	December 2027

1. PURPOSE AND OBJECTIVES

Bond University is committed to fostering a healthy culture of respect and responsibility that provides safe and supportive study and work environments, free from all forms of [Gender-based Violence](#), for all members of the [Bond Community](#).

Informed by the [National Higher Education Code to Prevent and Respond to Gender-based Violence 2025](#) (National Code) and the Bond University Whole-of-Organisation Gender-based Violence Prevention and Response Plan, this Policy outlines Bond's approach to building and sustaining an inclusive University environment where Gender-based Violence is proactively prevented and will not be tolerated, and to responding to incidents of Gender-based Violence with care and compassion.

2. AUDIENCE AND APPLICATION

This Policy applies:

- to all members of the Bond Community including [Students](#), [Leadership](#), [Staff](#), [Affiliated Organisations](#), and entities that conduct activities on behalf of Bond University; and
- in all circumstances and contexts in which Gender-based Violence is experienced or engaged in by Students or Staff of the University, regardless of where the Gender-based Violence occurs.

For the avoidance of doubt, all references in this Policy to 'Bond University', 'the University' or 'Bond' include the activities of Bond University College, Bond Brisbane, Bond University-BBT (Business Breakthrough), Bond University Student Housing, and Bond University Sport Clubs.

This Policy should be read in conjunction with the Gender-based Violence Prevention and Response Procedure, and the University's [Anti-Discrimination and Anti-Racism Policy](#) and other policies and procedures that address behavioural standards and conduct expected at Bond (refer to clause 6).

The [Working with Children Policy](#) sets out additional obligations relating to the protection of persons under 18 years of age.

3. ROLES AND RESPONSIBILITIES

Role	Responsibility
Principal Executive Officer (PEO)	<ul style="list-style-type: none"> ▪ The University Registrar as PEO is accountable for Bond's compliance with the National Code and for promoting a whole-of-organisation approach that prioritises safety and support in the prevention and response to Gender-based Violence and aligns with the principles outlined in this Policy.
Bond University Council	<ul style="list-style-type: none"> ▪ Council monitors the effectiveness of actions under the Bond University Whole-of-Organisation Gender-based Violence Prevention and Response Plan and ensures that appropriate governance arrangements and strategies are in place for preventing and responding to Gender-based Violence.
Bond Community	<ul style="list-style-type: none"> ▪ All members of the Bond Community share responsibility for fostering and maintaining a safe and respectful learning, work and living environment at Bond University that is free from all forms of Gender-based Violence.
Committees	<ul style="list-style-type: none"> ▪ The Student Transition, Wellbeing & Safety Committee (STWSC) and Work, Health & Safety Management Committee (WHSMC) have strategic oversight of Gender-based Violence prevention and response initiatives at Bond for students and staff respectively. The Committees monitor de-identified data relating to incidents of Gender-based Violence to identify trends or systemic issues, inform the evaluation of prevention and response initiatives, and implement changes as required.

	<ul style="list-style-type: none"> ▪ To facilitate biannual reporting to University Council of de-identified data relating to incidents of Gender-based Violence and the actions taken by the University by way of prevention and response, the STWSC submits half-yearly reports to University Management Committee and the Vice Chancellor provides these reports to University Council. ▪ The WHSMC provides similar reports to Council's Audit, Risk & Safety Committee.
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4. POLICY STATEMENT

Bond University condemns all forms of Gender-based Violence as unacceptable. In accordance with the National Code and the principles set out in clause 4.1 below, the University is committed to building and sustaining a culture of safety, respect and inclusion that prioritises both the prevention of Gender-based Violence and responses to such violence that are safe, [Person-centred](#) and [Trauma-informed](#).

Moreover, the University acknowledges that:

- Pursuant to Australia's [Respect@Work](#) initiatives, it has a positive duty to eliminate, as far as possible, work-related [Sexual Harassment](#), sexist conduct, and associated acts of [Victimisation](#).
- Everyone has a responsibility to say or do something to obtain affirmative [Consent](#) before engaging in and during any conduct of a sexual nature with another person.

4.1 Principles

The following principles underpin Bond University's approach to preventing and responding to Gender-based Violence.

4.1.1 Accountable Leadership and Governance

- Leaders at all levels of the University prioritise safety and support in the prevention of and response to Gender-based Violence.
- The University Registrar as PEO is accountable for Bond's compliance with the National Code, and the University Council is responsible for monitoring the effectiveness of actions under Bond's Gender-based Violence Prevention and Response Plan.

4.1.2 Safe Environments and Systems

- The University provides physical, digital, and social environments that minimise the risk of Gender-based Violence, supported by policies and systems that are continuously improved to prevent and respond to Gender-based Violence.
- Prevention of Gender-based Violence is embedded in all Bond-related activities, maintaining a culture where Gender-based Violence is unacceptable and where [Disclosures](#) and [Formal Reports](#) can be made with a sense of safety, including anonymously.

4.1.3 Knowledge and Capability

- The University builds knowledge and capability through contemporary research and sector best practice to implement initiatives that safely and effectively prevent and respond to Gender-based Violence.
- Meaningful engagement with the Bond Community informs prevention and response initiatives for impact across the University.

4.1.4 Safety and Support

- The University prioritises the safety and wellbeing of all members of the Bond Community affected by incidents of Gender-based Violence by providing or facilitating access to safe, Person-centred and Trauma-informed support and advice, regardless of where the incident occurred.
- This includes the provision of targeted [Safety Measures](#) for Students and Staff where necessary.

4.1.5 Safe Processes

- The University provides safe, streamlined and simplified processes for making Disclosures and Formal Reports of Gender-based Violence, ensuring these are accessible and available through multiple channels and minimise the number of times a Student or Staff member needs to recount a traumatic experience.
- Responses to incidents of Gender-based Violence are impartial, timely and effective. Investigations and disciplinary processes are managed promptly, fairly, and confidentially, ensuring [Procedural Fairness](#) to all parties.

4.1.6 Data, Evidence and Impact

- Appropriate and meaningful de-identified data relating to Disclosures and Formal Reports is collected and reported on in order to understand the nature and prevalence of Gender-based Violence in the Bond Community, respond to risk, identify trends, measure the impact of prevention and response initiatives, and contribute to the national evidence base.
- All Disclosures and Formal Reports are treated confidentially and in accordance with relevant legislation and the University's [Privacy Policy](#) and [Records Management Policy](#).

4.1.7 Safe Student Accommodation

- The requirements of the National Code apply to all Bond University [Student Accommodation](#).
- The University takes active measures to ensure student [Residents](#) are safe and supported, and that staff safety is upheld.

4.2 Preventing Gender-based Violence

4.2.1 Awareness of Factors that Drive and Contribute to Gender-based Violence

Bond University acknowledges that gender inequality sets the underlying context for Gender-based Violence, and that the key factors driving and contributing to this violence have been identified by relevant research as follows:

- condoning of Gender-based Violence;
- rigid gender stereotypes;
- control of decision-making by members of one gender that limits the independence of members of another gender; and
- peer relations among members of one gender that emphasise aggression towards, and dominance and control of members of another gender.

The University also recognises that Gender-based Violence disproportionately affects women, First Nations people, culturally and linguistically diverse communities, people with disability, and people of diverse sexual orientation and gender identity, and that [Intersectionality](#) may compound a person's experiences of Gender-based Violence in diverse and complex ways.

4.2.2 Proactive Prevention Measures

Bond University seeks to prevent Gender-based Violence through:

- adoption of a Whole-of-Organisation Gender-based Violence Prevention and Response Plan;
- clearly defining and embedding expected standards of behaviour throughout the University's policy framework, and communicating these standards to all members of the Bond Community through compulsory onboarding, orientation or training modules;
- embedding the principles outlined in this Policy at all levels of the organisation;
- developing and delivering a diverse range of prevention and response education initiatives to support capability building across the University; and
- partnering with Students, Staff, groups who are disproportionately affected by Gender-based Violence, those with lived experience, subject matter experts, and external placement providers to inform, develop and improve prevention strategies.

This approach focuses strongly on primary prevention, consistent with Bond's commitment to transforming attitudes and behaviours in support of a safer, more respectful and more inclusive Bond Community, rather than simply responding to incidents that have already occurred.

The Gender-based Violence Prevention and Response Procedure provides further information on the University's efforts to prevent Gender-based Violence.

4.3 Responding to Gender-based Violence

4.3.1 Accessible Communication Channels

- a) Bond University recognises that the process of disclosing or formally reporting Gender-based Violence can be challenging. The University seeks to reduce perceived barriers by providing and promoting a range of accessible channels for making a Disclosure or Formal Report (together with information about external reporting avenues), and by assisting individuals to engage with these options through a confidential, Person-centred and Trauma-informed approach.
- b) Disclosures and Formal Reports may be made anonymously. However, the University's ability to respond will be limited.

4.3.2 Support

- a) Care and consideration for individual safety and wellbeing is the primary focus when responding to any Disclosure or addressing any Formal Report of Gender-based Violence. While the University prioritises the safety and wellbeing of Disclosers, the safety and wellbeing of Respondents and of the Bond Community is also critical.
- b) The University will provide or facilitate access to compassionate and accessible advice and support services for all members of the Bond Community affected by Gender-based Violence. Adopting a safe, Person-centred and Trauma-informed approach, the University will coordinate and align the advisory and support services available to Students and Staff (such as counselling and medical services, interpreter services, and security services) to reflect their personal needs and experiences, while remaining respectful of the rights of individuals to self-determination, empowerment, and confidentiality.
- c) The University may put in place targeted Safety Measures for Students and Staff in appropriate cases.

4.3.3 Disclosures

- a) Disclosure refers to the sharing of information with another person at the University about an experience of Gender-based Violence. A person who discloses an experience of Gender-based Violence may be the person who experienced the incident or another person. Disclosures are usually made to a person who is known and trusted. Generally, the purpose of a Disclosure is to seek advice, information and/or support.
- b) Disclosers may or may not want to make a Formal Report. The University will respect an individual's autonomy in this regard, subject to relevant risk assessments or legal requirements.
- c) All staff involved in providing support to Disclosers will have relevant knowledge, experience and expertise in relation to Gender-based Violence and apply Person-centred and Trauma-informed approaches.
- d) The Gender-based Violence Prevention and Response Procedure provides further information in relation to Disclosures, including details of where and how Students and Staff can make a Disclosure.

4.3.4 Formal Reports

- a) Bond University encourages the reporting of Gender-based Violence incidents, either to the University or to an external agency.
- b) A Formal Report of an experience of Gender-based Violence may be made to the University by the person who experienced the incident or another person. This carries the expectation that the University will consider taking steps beyond the offer and provision of support services, including (without limitation) the commencement of an investigation and/or a disciplinary process in appropriate circumstances, as required by the National Code.
- c) Formal Reports will be taken seriously, investigated promptly, and addressed with appropriate action. All Staff involved in responding to Formal Reports, conducting investigations, or determining disciplinary proceedings will have relevant knowledge, experience and expertise in relation to Gender-based Violence and apply Person-centred and Trauma-informed approaches.
- d) The Gender-based Violence Response and Prevention Procedure provides further information in relation to Formal Reports, including details of where and how Students and Staff can make a Formal Report.

4.3.5 Non-disclosure Agreements

Bond University prohibits the use of Non-disclosure Agreements unless requested by a Discloser. Any such agreement must not:

- prevent the Discloser from seeking support and advice;
- prevent the University from complying with its reporting obligations under the National Code; or
- contain a Non-disparagement Clause requiring the Discloser to maintain confidentiality about their Gender-based Violence experience.

4.4 Breach of Policy

Individuals must not engage in Gender-based Violence, behaviour that induces others to engage in Gender-based Violence, or Victimisation of a Discloser, Respondent, or person associated with a Discloser or Respondent.

Breaches of this Policy may be subject to disciplinary action as follows:

- For Students: in accordance with the Student Code of Conduct Policy and associated procedures; and
- For Staff: in accordance with the Staff Code of Conduct Policy and associated procedures, or applicable instruments of appointment and/or contract terms.

4.5 Monitoring and Reporting

University Council will receive biannual reporting against the outcomes framework of Bond's Whole-of-Organisation Gender-based Violence Prevention and Response Plan, including de-identified data on incidents of Gender-based Violence experienced by Students and Staff together with any trends in the data.

Reporting to Council will be facilitated by the monitoring and reporting activities of the Student Transition, Wellbeing & Safety Committee and the Work, Health & Safety Management Committee, as outlined in the Gender-based Violence Prevention and Response Procedure.

Reporting will assist the University to identify patterns and systemic issues, respond to risk, evaluate the efficacy of prevention and response initiatives, and identify opportunities for improvements and preventative actions.

4.6 Review of Policy

This Policy will be reviewed at least every three years, including through engagement and collaboration with Students, Staff, groups disproportionately affected by Gender-based Violence, those who have experienced Gender-based Violence, subject matter experts on Gender-based Violence, and external placement providers.

4.7 Complaints

Members of the Bond Community who are dissatisfied with the University's handling of a Disclosure or Formal Report of Gender-based Violence may lodge a complaint in accordance with the [Complaints and Feedback Procedure](#), or externally via the [National Student Ombudsman](#) (NSO) for student-related matters. Any recommendations made by the NSO to the University in relation to Gender-based Violence will be implemented.

5. DEFINITIONS, TERMS, ACRONYMS

Affiliated Organisation An organisation that uses the Provider's intellectual property in its name, marketing, recruitment, or governance documents.

Bond Community For the purposes of this Policy, means [Students](#), [Staff](#), other workers, volunteers, Bond University Council members, alumni, official visitors, recognised individuals, honorary position holders, adjunct academic and support position holders, conjoint appointments, suppliers of academic placements or official suppliers of academic-related activity (including mentors), and anyone else contractually bound to comply with this Policy.

Consent Means voluntary agreement to the act or acts in question and to continue to engage in the act or acts. Voluntary agreement to engage in the activity or to continue to engage in the activity must be communicated through words or conduct.

- Consent can only be freely and voluntarily given by a person with the cognitive capacity to do so.
- Consent can be withdrawn at any time during the act or acts in question.
- Consenting to a sexual activity with an individual or individuals does not mean that Consent is given for another sexual activity with an individual or individuals, and Consent only applies to each specific instance of sexual activity.
- Circumstances in which a person does not Consent to an act or acts include:
 - the person is asleep or unconscious;
 - the person is incapable of Consenting, such as where they are affected by alcohol or another drug;
 - the person submits to the act because of force or the fear of force; threats or intimidation; fear of harm; exercise of authority; or false or fraudulent representations about the nature or purpose of the act; or
 - the person submits to the act because of false or fraudulent representation of identity.
- Consent cannot be given by a person under the age of 16 years.

Discloser A person who has shared information about their experience of Gender-based Violence.

Disclosure The sharing of information about a person's experience of Gender-based Violence to the Provider by the Discloser or another person. Generally, the purpose of a Disclosure is to seek advice, information and/or support.

Formal Report The provision through formal reporting channels of information about a person's experience of Gender-based Violence to the Provider by the Discloser or another person in

the expectation that the Provider will consider taking steps beyond the offer and provision of support services, including (without limitation) the commencement of an investigation and/or a disciplinary process in appropriate circumstances, as required by the [National Code](#).

Gender-based Violence	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. The term encompasses Sexual Harm .
Governing Body	The formally constituted governing body of the Provider for the purposes of the <i>Higher Education Standards Framework</i> (i.e. Bond University Council in the current context).
Grooming	Intentional behaviours that manipulate and control a child, as well as their family, kin, carers, other support networks or organisations, in order to perpetrate child sexual abuse. Grooming can occur online or in person.
Intersectionality	Refers to the way in which different aspects of a person's identity (e.g. gender, race, culture, disability, age, sexual orientation, and socio-economic status) may combine to heighten risk and impact of Gender-based Violence.
Leadership	The Governing Body of the Provider.
National Code	National Higher Education Code to Prevent and Respond to Gender-based Violence 2025
Non-disclosure Agreement	An agreement, including a deed of release or settlement agreement, that requires particular details to be kept confidential as part of reaching a settlement.
Non-disparagement Clause	A clause in an agreement that requires the parties not to say things about each other that are critical, dismissive or disrespectful.
Person-centred	A Person-centred approach focuses on understanding an individual's needs and preferences, genuinely considering their wishes and the impact that decisions may have on them, and providing tailored support options.
Procedural Fairness	Procedural Fairness is concerned with the process used in decision making, rather than the outcome of a decision. It requires that the person who might be adversely affected by a decision should be notified of the key issues and given a reasonable opportunity to respond, and the decision maker should be impartial and make evidence-based findings.
Provider	The relevant higher education provider (i.e. Bond University in the current context).
Resident	A person who resides in Student Accommodation .
Respondent	A person whom it is alleged has engaged in conduct that amounts to Gender-based Violence.
Safety Measures	Arrangements or adjustments deemed necessary on a precautionary, supportive or protective basis when a Disclosure or Formal Report is made. Examples of Safety Measures include but are not limited to: <ul style="list-style-type: none">▪ restricting access to buildings and/or other University property;▪ preventing attendance at specified activities (e.g. classes or non-academic activities for students, or workplace activities for staff);▪ academic adjustments (e.g. academic flexibility, assessment modifications, practical placement adjustments, adjustments to study schedules);▪ work adjustments (e.g. work flexibility, adjustments to work schedules);▪ prohibiting individuals from speaking to or approaching another person via channels including but not limited to social media, email, letter, telephone or through a third party;▪ security escorts on University grounds; and/or▪ accommodation or office relocation.

Refer to confidential Risk Assessment & Safety Planning Form – University-based Adjustments.

Sexual Assault	Occurs when a person is forced, coerced or tricked into sex or sexual acts without their <u>Consent</u> , including when they have withdrawn their Consent.
Sexual Exploitation	Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes including <u>Grooming</u> .
Sexual Harassment	<p>Occurs where a person:</p> <ul style="list-style-type: none">a) makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to another person; orb) engages in other unwelcome conduct of a sexual nature in relation to another person; <p>in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person would be offended, humiliated or intimidated.</p> <p>Sexual Harassment includes, but is not limited to:</p> <ul style="list-style-type: none">▪ Unwelcome touching, hugging, cornering or kissing;▪ Inappropriate staring or leering that made you feel intimidated;▪ Sexual gestures, indecent exposure or inappropriate display of the body;▪ Sexually suggestive comments or jokes that made you feel offended;▪ Sexually explicit pictures, posters or gifts that made you feel offended;▪ Repeated or inappropriate invitations to go out on dates;▪ Intrusive questions about your private life or physical appearance that made you feel offended;▪ Inappropriate physical contact;▪ Requests or pressure for sex, or other sexual acts;▪ Other unwelcome conduct of a sexual nature (excluding online);▪ Sexually explicit emails or SMS messages;▪ Repeated or inappropriate advances on email, social networking websites or internet chat rooms;▪ Inappropriate commentary, images or film of you distributed on some form of social media without your Consent;▪ Online conduct of a sexual nature. <p>Sexual Harassment may be constituted by a single incident of harassing behaviour that meets this definition.</p>
Sexual Harm	Any unwanted behaviour of a sexual nature (e.g. <u>Sexual Assault</u> , <u>Sexual Exploitation</u> , <u>Sexual Harassment</u>) whether online or in person, including image-based abuse. The harm may result in a person feeling uncomfortable, frightened, distressed, intimidated, or harmed either physically or psychologically.
Staff	For the purposes of this Policy, has the same meaning as 'worker' under the <i>Model Work Health and Safety Act</i> (i.e. a person carrying out work for the Provider as an employee, a contractor or subcontractor, an employee of a contractor or subcontractor, an employee of a labour hire company, an outworker, an apprentice or trainee, a student gaining work experience, or a volunteer) and includes <u>Student Accommodation Staff</u> .
Student	For the purposes of this Policy, means a person who is enrolled at Bond University or is undertaking a program of study or a subject with the University. Without limitation, it includes students undertaking higher degrees by research, non-award study, enabling or bridging courses, foundation programs, and training courses.
Student Accommodation	Accommodation offered or provided to a Student by a Provider directly.
Student Accommodation Staff	Includes pastoral care leaders, residential student advisers and equivalents employed or engaged by a Provider, including in a non-paid capacity.

Trauma-informed A Trauma-informed approach applies core principles of safety (physical, psychological and emotional), trust, choice, collaboration, and empowerment. It should minimise the risk of re-traumatisation and promote recovery and healing to the greatest extent possible.

Victimisation Happens when a person does an act or threatens to do an act against another person because:

- that other person has made a Disclosure or Formal Report (Discloser) or is associated with someone who has made a Disclosure or Formal Report under this Policy; or
- that other person has had a Disclosure or Formal Report made against them (Respondent) or is associated with someone who has had a Disclosure or Formal Report made against them under this Policy.

Adverse action taken against a Discloser may be unlawful under the *Fair Work Act 2009* (Cth) and the *Whistleblowers Protection Act 1994* (Qld).

6. RELATED DOCUMENTS

Bond University

- [Gender-based Violence Prevention and Response Procedure](#)
- [Bond University Whole-of-Organisation Gender-based Violence Prevention and Response Plan](#)
- [Confidential Risk Assessment & Safety Planning Form](#)
- [International Outbound Student Mobility Prevention of Sexual Harm Procedure](#)
- [Student Code of Conduct Policy \(SS 5.2.1\)](#)
- [Student General Misconduct Procedure](#)
- [Student Charter](#)
- [Student Housing Handbook](#)
- [Support for Victims of Family and Domestic Violence Policy \(HR 6.1.2\)](#)
- [Staff Code of Conduct Policy \(HR 2.8.4\)](#)
- [Bullying & Harassment Policy \(HR 1.8.2\) \(Staff\)](#)
- [Anti-Discrimination and Anti-Racism Policy \(GOV 1.1.6\)](#)
- [Academic Staff Workplace Investigation Policy \(HR 2.8.8\)](#)
- [Professional Staff Grievance Policy \(HR 2.10.1\)](#)
- [Professional Staff Workplace Investigation Policy \(HR 2.8.5\)](#)
- [Working with Children Policy \(GOV 1.8.1\)](#)
- [Welfare Arrangements for Students Under the Age of 18 Policy \(SS 5.8.5\)](#)
- [Welfare Arrangements for Students Under the Age of 18 Procedure](#)
- [Whistleblower and Public Interest Disclosure Policy \(HR 2.8.3\)](#)
- [Accessibility and Inclusion Policy \(SS 5.8.6\)](#)
- [Privacy Policy \(INF 6.5.1\)](#)
- [Records Management Policy \(INF 6.5.6\)](#)
- [Social Media Policy \(INF 6.1.1\)](#)

Legislation

- [National Higher Education Code to Prevent and Respond to Gender-based Violence 2025](#)
- [Whistle-blowers Protection Act 1994 \(QLD\)](#)
- [Anti-Discrimination Act 1991 \(Qld\)](#)
- [Fair Work Act 2009 \(Cth\)](#)
- [Sex Discrimination Act 1984 \(Cth\)](#)

Other Resources

- [Universities Australia Charter on Sexual Harm](#)
- [Safe Work Australia: Sexual and gender-based harassment](#)
- [Sexual Assault Response Team Resilience and Recovery](#)
- [TEQSA Good Practice Note: Preventing and responding to sexual assault and sexual harassment in the Australian higher education sector](#)
- [National Principles for Child Safe Organisations](#)

7. MODIFICATION HISTORY

Date	Sections	Source	Details
7 Jan 2026			Date First Approved

APPROVAL AUTHORITY: Vice Chancellor