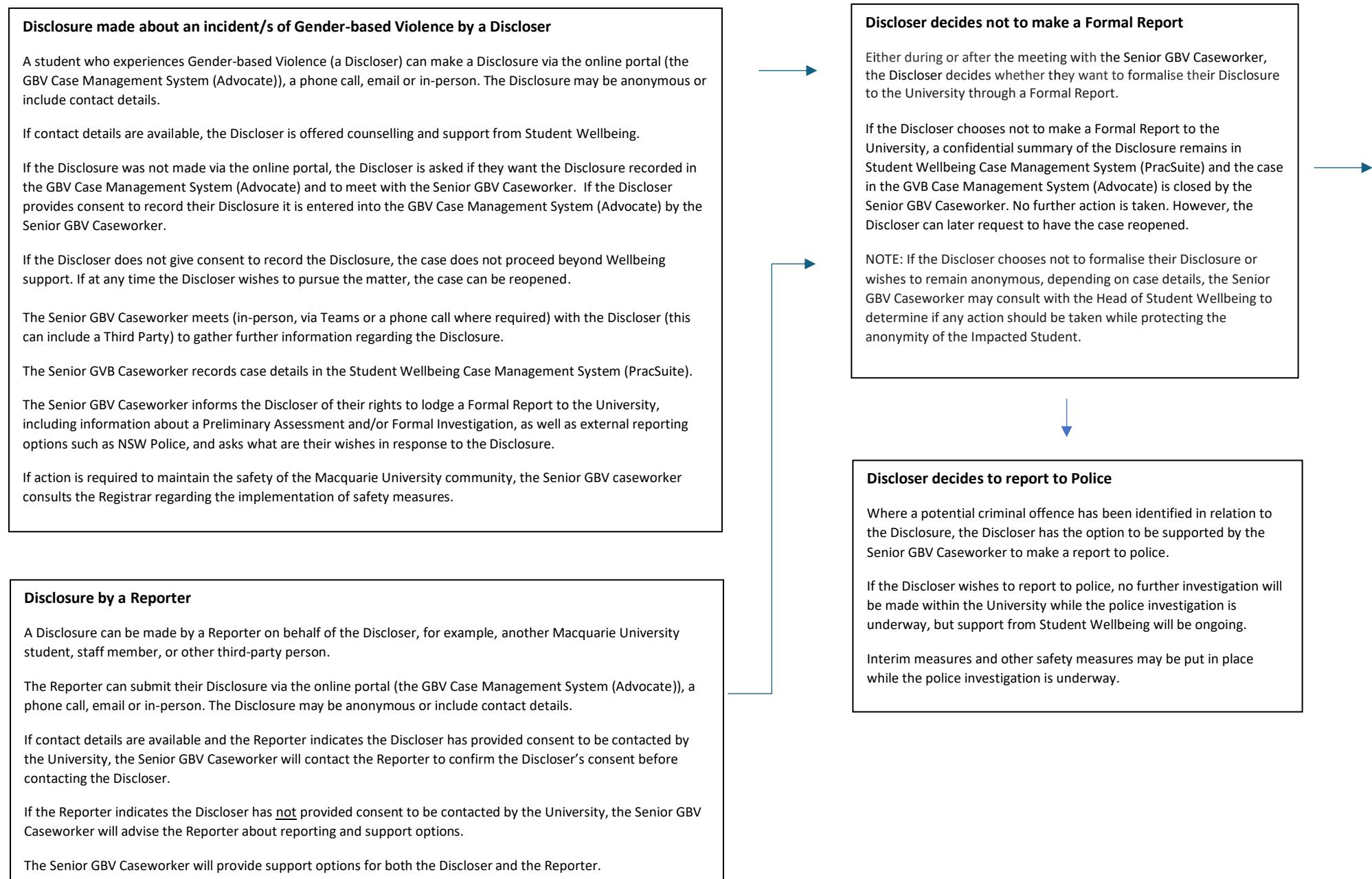
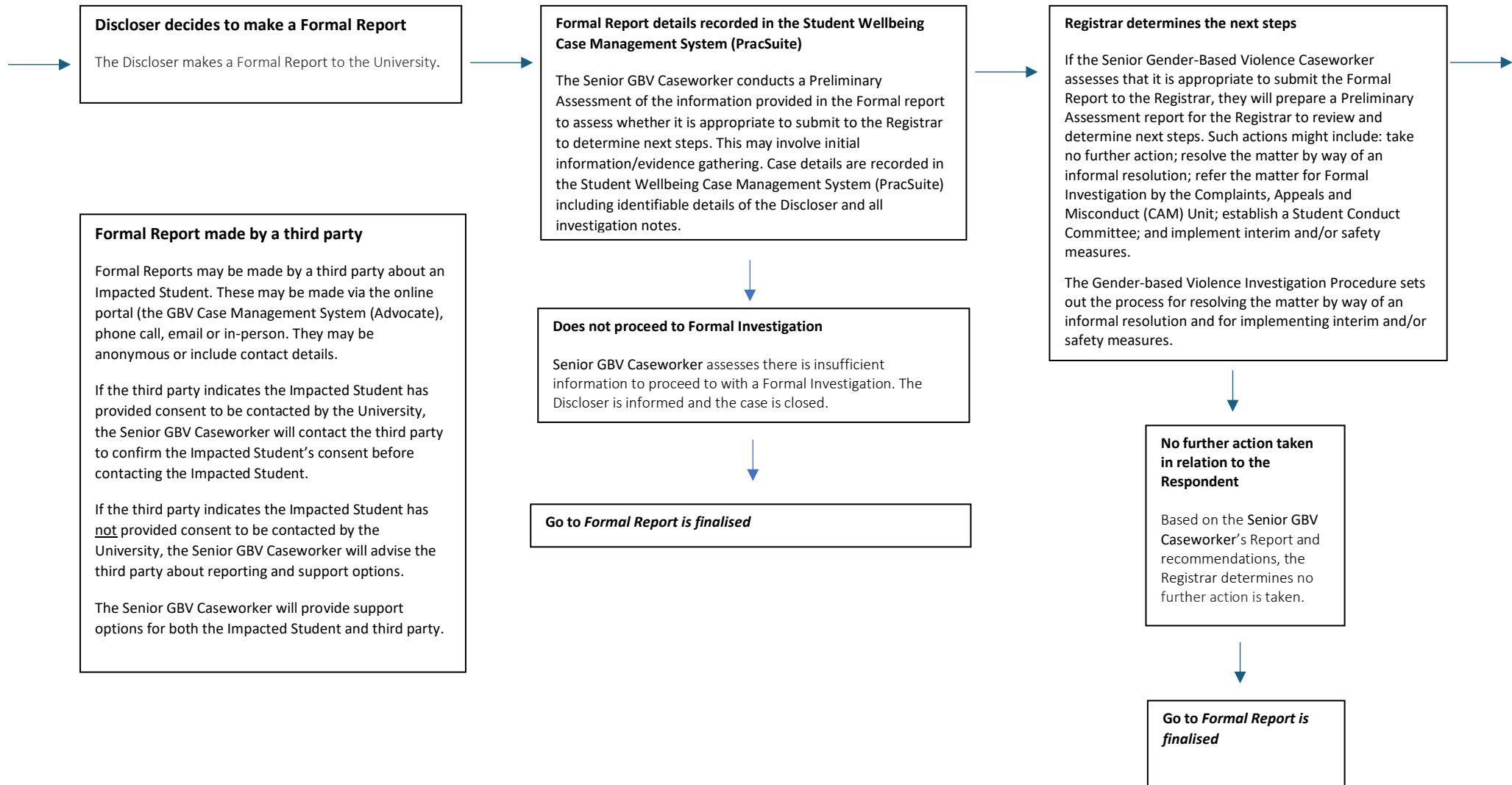


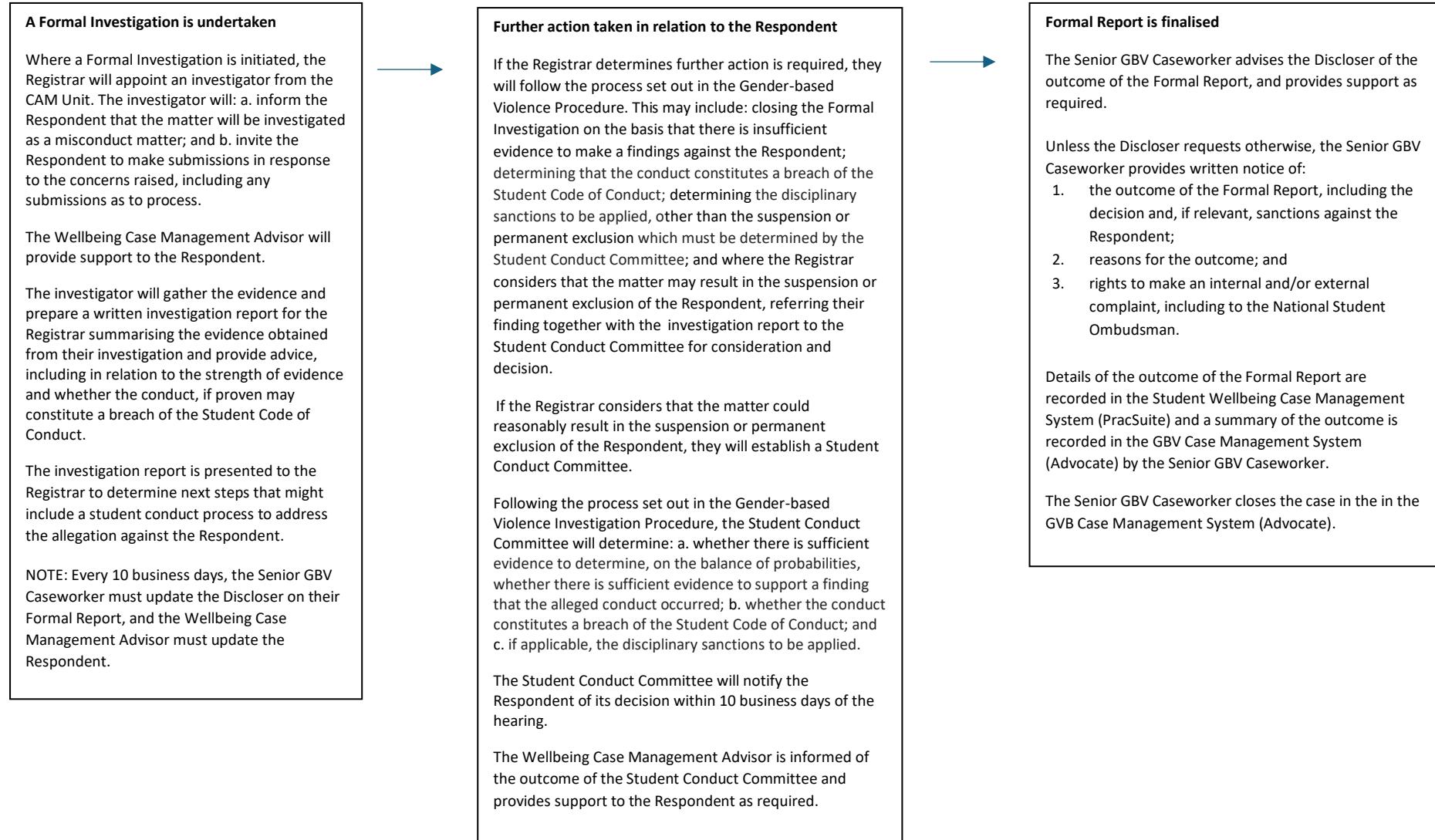
## **Process Maps for the Management of Gender-based Violence Disclosures and Formal Reports for Students and Staff**

**Guidelines for Understanding the Gender-Based Violence Prevention and Response Policy**

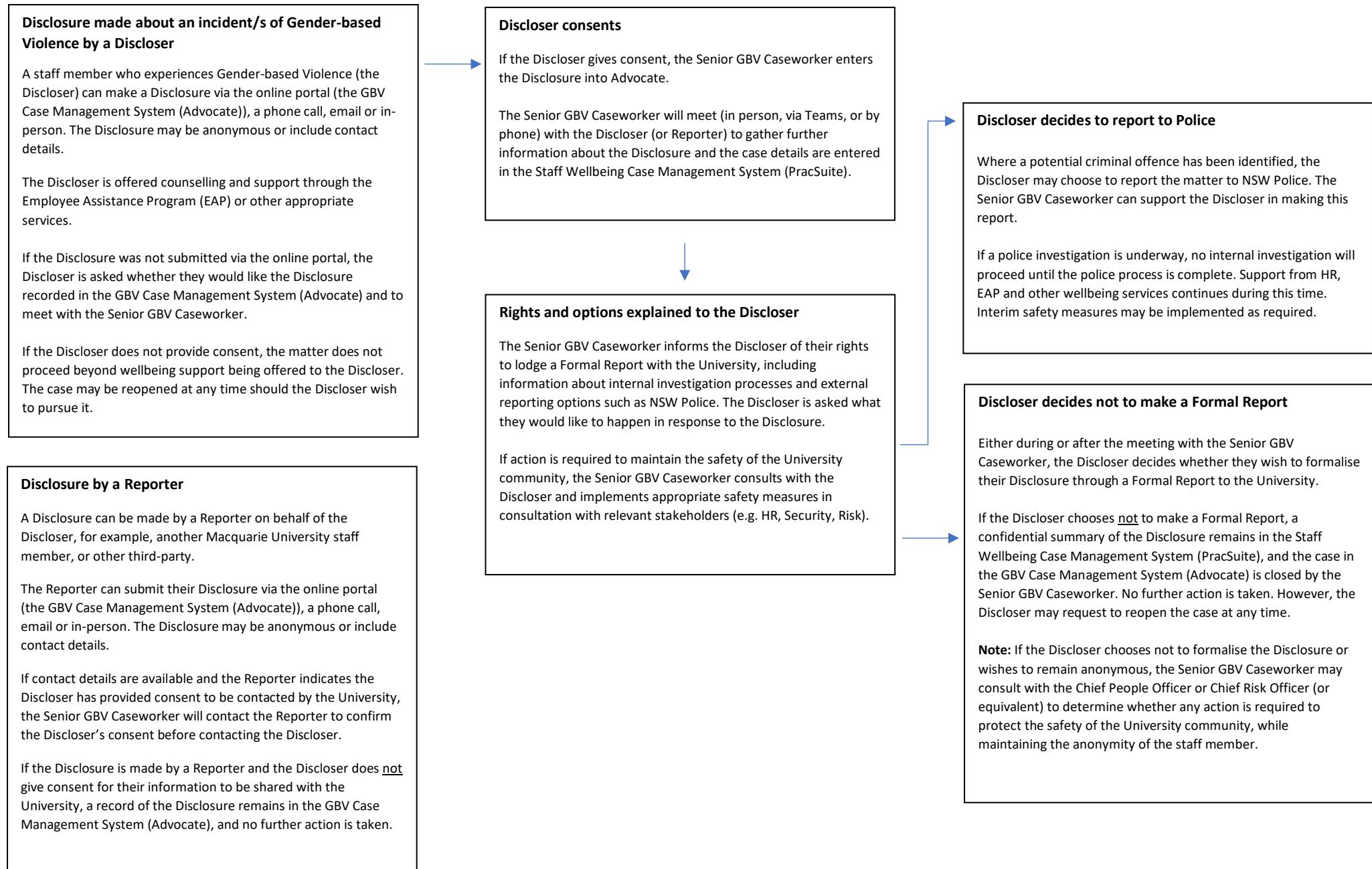
## **University Response to Gender-based Violence Disclosures and Formal Reports Process Map (Students)**

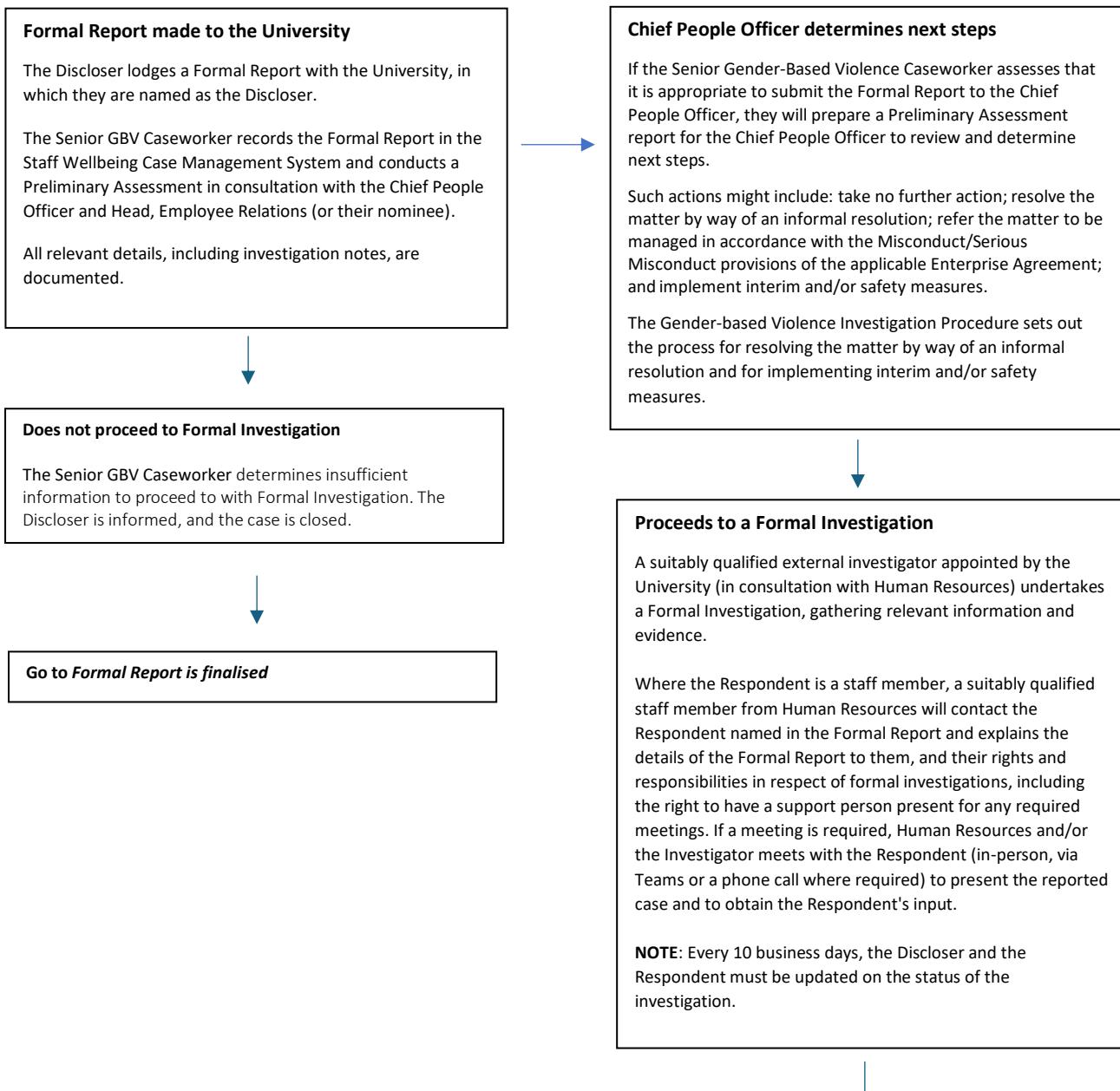






## University Response to Gender-based Violence Disclosures and Formal Reports Process Map (Staff)







### Investigation Report and Outcomes

The investigator will gather the evidence and prepare a written investigation report for the Registrar summarising the evidence obtained from their investigation and may include recommendations (if relevant).

The Investigation Report will be submitted to the Chief People Officer (or their nominee), for determination of appropriate next steps.

Where further action is warranted, the matter will be managed in accordance with the relevant Enterprise Agreement.

### No further action taken in relation to the Respondent

Based on the Senior GBV Caseworker's Report and recommendations, the Chief People Officer determines no further action is taken.

[Go to Formal Report is finalised](#)

### Further action taken in relation to the Respondent

If the Chief People Officer (or other senior officer in accordance with the relevant industrial instrument) determines further action is required, they will follow processes set out in the relevant Enterprise Agreement.

Outcomes may include disciplinary action (up to termination of employment), training, or other appropriate measures.

The Senior GBV Case Worker is informed of the outcome of any disciplinary process and provides support to the Discloser as required.

### No further action taken in relation to the Respondent

Based on the Investigation Report and recommendations, the Chief People Officer determines no further action is taken. The Discloser is informed of the outcome, the reasons for the outcome and provided with information about their right to request a review or lodge an external complaint.

[\(Go to Formal Report is finalised\)](#)

### Formal Report is finalised

Details of the outcome are recorded in the Staff Wellbeing Case Management System (PracSuite), and a summary is recorded in the GBV Case Management System (Advocate).

Unless the Discloser requests otherwise, they are provided with written notice of:

- The outcome of the disciplinary process, including any decisions and sanctions
- The reasons for the outcome
- Their rights to make an internal or external complaint