Gender-based Violence Prevention and Response Policy

Support services

Emergency Assistance

If someone is in immediate danger or requires urgent medical attention, use the Emergency Assistance contacts:

For immediate help on campus call (02) 9850 9999 For immediate help off campus call 000

University Support Services

Service	Contact Details
For Students Student Wellbeing	T: (02) 9850 7497 E: wellbeing@mq.edu.au W: Counselling Services Online Student self-referral form: Macquarie University, Student Wellbeing - CARE Form Online Staff and other Student referral form: Macquarie University, Student Wellbeing - CARE Referral Form In-person assistance: Thrive Hub: 18 Wally's Walk, Ground Floor (Mon -Fri 9-4pm)
For Staff Telus Health 24 hours, 7 days The Employee Assistance Program, through Telus Health, provides free, confidential counselling 24/7 for staff and their immediate family. Support is available in person, over the phone, and via online live chat.	T: 1300 360 364 W: Employee Assistance Program
Emergency Contacts In case of an emergency or immediate risk	Macquarie University Security: (02) 9850 9999

Specialist External Support Services

Service Name	Contact Information
1800 Respect National domestic, family and sexual violence counselling, information and support service. Phone and online counselling (24/7)	T: 1800 737 732, text 0458 737 732, W: chat online or video call via the website.
Full Stop Australia Free 24/7 telephone and online trauma counselling service for anyone who has experienced sexual assault.	T: 1800 424 017 W: Full Stop Australia
Northern Sydney Sexual Assault Service Forensic and counselling service for adults.	T: (02) 9462 9477

This document may be varied, withdrawn, or replaced at any time. Printed copies, or part thereof, are regarded as uncontrolled and should not be relied upon as the current version. It is the responsibility of the individual reading this document to always refer to Policy Central (https://policies.mq.edu.au) for the latest version.

Interpreters Free interpreters can be provided over the phone or in person. Interpreters must keep confidential information which they interpret. Translating and Interpreting Service will need to know which service you need to call and your name. They do not need to know why you are calling the service.	T: 131 450 W: Translating and Interpreting Service
13Yarn Aboriginal & Torres Strait Islander Crisis Supporters to yarn to.	T: 13Yarn (13 92 76) W: 13Yarn
QLife Anonymous and free phone or online support for LGBTQIA+ people, available every day from 3pm-midnight.	T: 1800 184 527 W: QLife
Rainbow Sexual, Domestic and Family Violence Helpline 24/7, free and confidential support for members of the LGBTQIA+ community impacted by sexual, domestic and family violence.	T: 1800 497 211 W: Full Stop Australia
MensLine Australia Free phone or online support for men.	T: 1300 78 99 78 W: MensLine Australia
Men's Referral Service 24/7 national counselling, information and referral service for men who use violence and abuse to change their behaviour.	T: 1300 766 491 W: NTV | Home
National Disability Abuse and Neglect hotline A free, independent and confidential service for reporting abuse and neglect of people with disability.	T: 1800 880 052 W: National Disability Abuse and Neglect Hotline
National Student Ombudsman A free and independent service which works to resolve student complaints about higher education providers, including complaints about Gender-based violence. Monday – Friday, 10am – 4pm	T: 1300 395 775 W: National Student Ombudsman (NSO)
Suicide Call Back Service Free counselling for suicide prevention & mental health via telephone, online & video for anyone affected by suicidal thoughts, 24/7.	T: 1300 659 467 W: Mental health counselling | Suicide Call Back Service
National Relay Service The National Relay Service (NRS) is a 24hr Australia-wide phone service designed to assist people who are d/Deaf, hard of hearing, or have speech communication difficulties. See here for further information about the service.	TTY/voice calls: 133 677 Speak & Listen: 1300 555 757 SMS relay: 0423 677 767 W: National Relay Service
eSafety Commissioner eSafety responds to concerns relating to cyberbullying, image-based abuse and illegal online content.	Make a Report: https://www.esafety.gov.au/report
Emergency Contacts In case of an emergency or immediate risk.	Call NSW Police, Ambulance and Fire at 000

University Disclosures and Reporting Pathways

For Students and Staff	Online: Report Gender-based Violence | Macquarie Advocate System Email: gbv@mq.edu.au Telephone: (02) 9850 7497 In-person: Thrive Hub: 18 Wally's Walk, Ground Floor (Mon -Fri 9am-4pm)
Other online options for Staff	Report Concerning and Threatening Behaviour (WHS confidential reporting tool) Staff Complaint Form (HR confidential reporting tool)
For Affiliates and Members of the Public	Online: Report Gender-based Violence | Macquarie Advocate System In-person: Thrive Hub: 18 Wally's Walk, Ground Floor (Mon -Fri 9am-4pm)

This document may be varied, withdrawn, or replaced at any time. Printed copies, or part thereof, are regarded as uncontrolled and should not be relied upon as the current version. It is the responsibility of the individual reading this document to always refer to Policy Central (https://policies.mq.edu.au) for the latest version.

Section 1 - Purpose

(1) This Policy outlines Macquarie University's (the University) commitment to providing an environment free from Gender-based Violence and establishes obligations to prevent and respond to Gender-based Violence.

(2) Gender-based Violence means any form of physical, sexual, psychological, or economic 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. Gender-Based Violence may include sex-based harassment, workplace sexual harassment, stalking, cyber abuse, family and domestic violence, and conduct that creates a hostile, intimidating, or humiliating environment on the basis of sex, gender, or sexuality.

(3) Gender-based Violence is unacceptable, unlawful, and strictly prohibited by the University.

(4) Preventing and responding to Gender-based Violence is a priority of the University.

(5) This Policy sets out:

a. behaviours that are not accepted by the University;
b. factors that drive and contribute to Gender-based Violence;
c. scope of the policy;
d. reporting to external services;
e. the University's responsibilities and overall commitment to prevent and respond to Gender-based Violence;
f. recruitment and promotion practices;
g. personal relationships;
h. protection from Victimisation;
i. how Disclosures and Formal Reports of Gender-based Violence concerning the Macquarie University community can be made to the University; and
j. how the University will respond to Disclosures and Formal Reports about Gender-based Violence including support services and interim measures.

(6) This Policy should be read in conjunction with the Guidelines for Understanding the Gender-based Violence Prevention and Response Policy (the Guidelines), and the Gender-based Violence Investigation Procedure.

Background

(7) Violence impacts people of all genders/identities. However, Gender-based Violence is most often perpetrated by men against women and people of diverse sexual orientation and gender identity.

(8) Women are most often subjected to violence from men they know (often a current or former partner), whereas men more commonly experience violence from men they do not know.

(9) Within a workplace or study environment, all genders experience sexual harassment, and all genders can perpetrate sexual harassment. However, most sexual harassment is perpetrated by men against women.

(10) Gender-based violence is strongly associated with power imbalance and inequality between genders.

(11) The nature of abuse and access to support and justice are shaped by intersecting systemic inequalities and are compounded by homophobia, biphobia and transphobia, ableism and racism, such that:

a. Aboriginal and Torres Strait Islander women experience disproportionately high levels of all forms of Gender-based Violence.

b. Trans, gender-diverse and other LGBTIQ+ people experience elevated rates of family, domestic, and sexual violence, as well as discrimination.
c. People with a disability, particularly women and girls, experience violence, abuse and neglect at much higher rates, over longer periods and by more perpetrators.
d. Culturally and linguistically diverse people including International students may experience elevated levels of Gender-based violence and face particular barriers to seeking support and achieving justice.

(12) Factors that drive and contribute to Gender-based Violence include but are not limited to:

a. condoning of violence against women through attitudes that excuse, minimise or trivialise violence;
b. men's control of decision-making and limits to women's independence in public and private life;
c. rigid gender roles and stereotyped constructions of masculinity and femininity; and
d. male peer relations and cultures of masculinity that emphasise aggression, dominance and control.

(13) Factors that drive and contribute to Gender-based Violence against people of diverse sexual orientation and gender identity are closely linked and include rigid gender norms, cisnormativity and heteronormativity.

(14) Factors that reinforce Gender-based Violence include but are not limited to:

a. condoning of violence generally;
b. exposure to, and experience of violence;
c. factors that weaken prosocial behaviour;
d. backlash and resistance to Gender-based Violence prevention and gender equality.

Scope

(15) This Policy applies to:

a. all members of the Macquarie University Community including Students, Leadership, Staff, Affiliates, Affiliated Student Accommodation Providers, and other Affiliated Organisations of the University;
b. entities that conduct activities on behalf of the University including Controlled Entities; and
c. other businesses and organisations that operate on, use or lease University Land or facilities.

(16) For concerns about the conduct of third parties affecting Students during practicum activities (for example, a work placement Provider associated with study requirements at the University) refer to the Work Integrated Learning Policy.

(17) For concerns about Gender-based Violence involving anyone under the age of 18 associated with the Macquarie University Community, this Policy must be read in conjunction with the Children at Macquarie University Policy, the Children at Macquarie University Procedure, and Keeping Children Safe Policy. Reports of child abuse, including any violence or harassment involving children or young people under 18, may require mandatory reporting to the NSW Department of Communities and Justice and/or NSW Police.

Reporting to External Services

(18) Members of the Macquarie University Community have the right to report, or not report, Gender-based Violence to external organisations such as NSW Police, the Australian Human Rights Commission, the Anti-Discrimination Board of NSW, the eSafety Commissioner, the National Student Ombudsman, and the Fair Work Commission. The University will support Students, Staff, and Affiliates in understanding their rights in respect of reports made to external organisations.

(19) Reports to external organisations, including NSW Police, are not usually shared with the University. For the University to assess and respond to an incident, a Formal Report must be made to the University.

(20) If a report of Gender-based Violence is made to an external organisation such as NSW Police, a University response may need to be delayed. The University will consult with police and the person making the report and may still implement interim measures.

Section 2 - Policy

Responsibilities of the University and the Macquarie University Community

(21) The University has a positive legal duty to prevent sexual harassment and prevent and respond to Gender-based Violence, including by reporting to the Commonwealth Department of Education in accordance with the National Higher Education Code to Prevent and Respond to Gender-based Violence 2025 (the Code).

(22) Members of the Macquarie University Community must not engage in acts of Gender-based Violence.

(23) University resources and equipment, including phones, computers, email and online platforms, must not be used to engage in, facilitate, or threaten any form of Gender-based Violence.

(24) The University's detailed responsibilities are outlined in the University's Whole-of-Institution Gender-based Violence Prevention and Response Plan.

(25) The University is committed to:

a. promoting gender equity and challenging the underlying drivers of Gender-based Violence through evidence-based strategies and initiatives;
b. providing education and training for Students, Leadership and Staff on the drivers, reinforcing factors, multiple forms and impacts of Gender-based Violence, and on available reporting pathways and support options;
c. prioritising the health, safety and wellbeing of Students, Staff, and Affiliates;
d. providing Students, Staff, Affiliates, and members of the public with multiple reporting and disclosure pathways, including the option to make anonymous reports;
e. encouraging and supporting Students, Staff, and Affiliates to speak up about Gender-based Violence, including by ensuring that all parties (including the Discloser and Respondent) have the opportunity to be accompanied by a support person throughout the University's investigations processes;
f. understanding, identifying and reducing barriers to Disclosures, Formal Reports and support pathways;
g. delivering confidential, safe and Trauma-informed support services to Students, Staff, and Affiliates who have experienced Gender-based Violence;
h. responding to Disclosures and Formal reports of Gender-based Violence in a Trauma-informed, Person-centred, confidential, and timely manner;
i. meaningful consultation with:
    i. the person who has experienced Gender-based Violence and taking their wishes into account when determining an appropriate response;
    ii. victim-survivors of Gender-based Violence to ensure that policies and procedures are informed by lived-experience;
    iii. Student and Staff advocacy groups to ensure that a range of diverse perspectives are considered in policy and procedure, education and training;
j. conducting regular gender impact and risk assessments;
k. maintaining procedural fairness, confidentiality, and privacy in accordance with University policy and applicable

laws;

l. taking disciplinary action for breaches of this policy, where appropriate in accordance with applicable University policies and procedures; and
m. considering the safety and wellbeing of Students and Staff in determining the scope of interim measures, and any Preliminary Assessment or Formal Investigation undertaken in response to a Formal Report.

(26) Leadership, Staff, and Affiliates must behave in safe, inclusive and respectful ways in accordance with University policy and procedure, including the Staff Code of Conduct, the Graduate Research Supervision Policy, the Macquarie University Code for the Responsible Conduct of Research, and the Honorary Academic Titles Policy.

(27) Leadership and Staff must actively identify emerging risks, take early steps to address behaviour or environmental factors that may enable Gender-based Violence, and escalate concerns promptly.

(28) Leadership and Staff are required to complete mandatory Trauma-informed education addressing the nature, causes and impacts of Gender-based Violence, and training in response strategies including reporting mechanisms and support services.

(29) Students must behave in safe, inclusive and respectful ways in accordance with University policy and procedure including the Student Code of Conduct.

(30) Students are required to complete mandatory evidence-based Trauma-informed education and training addressing the nature, causes, and impact of Gender-based Violence, and training in response strategies including reporting mechanisms and support services.

(31) Students, Leadership, Staff or Affiliates who knowingly make a report of Gender-based Violence that is proven to be false or vexatious may be subject to action in accordance with University policies and procedures.

(32) The University's response to Gender-based Violence is detailed in Section 3 of this Policy.

Recruitment and Promotion

(33) In accordance with the Code and the University's Positive Duty to prevent sexual harm, prospective employees must disclose during the recruitment process whether they have:

a. been the subject of an investigation into Gender-based Violence; or
b. been found, by a previous employer or through a legal process, to have engaged in Gender-based Violence.

(34) When assessing suitability for employment, the University must undertake a risk assessment that considers:

a. any information provided under clause 33 of this Policy;
b. any associated risks arising from that information.

(35) When considering a Staff member for promotion, recognition or reward, the University must take into account any finding by the University that the employee has engaged in sexual harm or Gender-based Violence during their employment.

Personal Relationships

(36) While personal relationships may occur in the workplace or study environment, they must not compromise fairness, integrity or decision-making, nor create conditions that enable Gender-based Violence, harassment or exploitation. Power imbalances are inherent where one person holds supervisory, decision-making, or other authority over another and increases the risk of harm.

(37) All Staff must declare any existing or previous intimate relationship with a current Student where they hold, or are likely to hold, actual or perceived authority over that Student. All disclosures, and the management of such disclosures, must be made in accordance with the University's Conflict of Interest Policy.

(38) Intimate relationships between Staff and Students where the Staff member has actual or perceived power of authority over the Student will be managed by the University through a range of measures and will normally involve permanent teaching, research or working arrangements. This includes situations where the Staff member:

a. supervises or assesses the Student;
b. has academic or other decision-making authority in relation to that Student;
c. allocates or influences teaching, research, placement, scholarship, or funding opportunities; and/or
d. makes or can influence decisions affecting the Student's enrolment or academic outcomes.

(39) All Staff must declare any existing or previous intimate relationship with another Staff member where one party has, or is likely to have, supervisory oversight or other decision-making responsibilities in relation to the other. All disclosures, and the management of such disclosures, must be in accordance with the University's Conflict of Interest Policy.

(40) Intimate relationships between Staff members are not prohibited. However, where one Staff member has actual or perceived power or authority over the other, they will be managed by the University through a range of measures and will normally involve permanent alternative teaching, research or working arrangements. This includes situations where the Staff member:

a. has supervisory oversight;
b. holds decision-making responsibilities in relation to the other Staff member; and/or
c. influences work allocation, performance evaluation, promotion, or access to opportunities.

Protection from Victimisation and Reprisal

(41) Members of the Macquarie University Community must not engage in Victimisation, or commit or threaten to commit an act of reprisal against any person who has:

a. asked for support regarding Gender-based Violence;
b. reported an incident of Gender-based Violence;
c. provided information or evidence about a report of Gender-based Violence;
d. referred another person to support services in relation to an experience of Gender-based Violence;
e. helped someone make a Disclosure or Formal Report of Gender-based Violence; or
f. been the subject of a Disclosure or Formal Report of Gender-based Violence.

(42) Acts of Victimisation or reprisal may include but are not limited to:

a. spreading rumours or gossip about a person who has made a Disclosure or Formal Report;
b. excluding someone from work, study, or social activities because they have made or supported a Disclosure or Formal Report;
c. making threats, intimidating comments or gestures to silence or punish someone for speaking up;
d. unfairly assessing a person's performance or participation because they have provided evidence or supported another person;
e. making derogatory comments about someone being a "troublemaker" or "overreacting" for reporting or speaking up;
f. pressuring or coercing someone to withdraw a Disclosure of Formal Report;

g. retaliating against someone online e.g. through social media posts or posting someone's private contact details (doxxing); and
h. disclosing confidential information about a Disclosure or Formal Report to others in a way that causes harm.

(43) For Students, Victimisation or reprisal may lead to disciplinary action under the Student Conduct Rule, or the Student Conduct Procedure.

(44) For Leadership, Staff, and Affiliates, Victimisation or reprisal may lead to disciplinary action under the Staff Code of Conduct, other applicable University policy, or industrial instrument.

Section 3 - Procedures

(45) The Procedures described in this Policy do not override:

a. professional standards regarding confidentiality between clients and medical practitioners, nurses, psychologists, counsellors, psychotherapists and social workers;
b. mandatory reporting requirements according to child protection legislation, Crimes Act 1900 (NSW) or Work Health and Safety Act 2011; and/or
c. any other legal obligations applicable to the University.

Making a Disclosure or Formal Report

(46) The University's online Gender-based Violence reporting portals for Students and Staff can be used to make a Disclosure or Formal Report about incidents of Gender-based Violence involving the Macquarie University Community.

(47) Disclosures and Formal Reports can also be made in person, or via email and phone, to the support services and reporting services listed in this Policy.

(48) Disclosures and Formal Reports can be made by:

a. the person who experienced the Gender-based Violence (the Discloser); or
b. a person who has witnessed or is aware of Gender-based Violence involving a member of the Macquarie University Community (a Reporter).

(49) Disclosures and Formal Reports can be made anonymously or with identifying details.

(50) Disclosures and Formal Reports can be made at any time. There are no time limits, including for historical events.

Support Services in Response to Disclosures

(51) All Disclosures will be taken seriously, treated with care and responded to in accordance with Trauma-informed principles, and applicable University policies and procedures.

(52) The University provides free, accessible and confidential support services for Students, Staff, and Affiliates who disclose Gender-based Violence, as well as referrals to specialist external services. Contact details and further information are provided at the beginning of this Policy.

(53) The University will have regard to the wishes of the Discloser when determining the pathway by which it will manage the Disclosure.

(54) Any person making a Disclosure to the University may choose what information they share. Making a Disclosure, or accessing support services, does not automatically initiate a Formal Report.

(55) If the University determines that actions are required to manage the safety of any member of the Macquarie University Community, the person making the Disclosure will be consulted and provided with all available information about internal and external processes to allow them to make an informed decision about how they would like to proceed. In certain circumstances, information may need to be shared with University Security Services, University Accommodation Providers, Work Health and Safety, Human Resources, Office of General Counsel, and external services such as NSW Police or NSW Communities and Justice. In all circumstances, the University aims to respect the agency and choice of the Discloser.

Specific Support for Students, Staff and Affiliates

(56) The University recognises that there is no one-size-fits all approach to healing, recovery and response. When a Student, Staff member or Affiliate seeks support, every effort will be made to ensure that the support provided is culturally safe.

(57) Specific support provided by the University for Students may include:

a. counselling and wellbeing services through Student Wellbeing;
b. study adjustments and supports (e.g. changes to study timetable, Special Consideration adjustments, variations to research candidature, changes to research location);
c. advice or information about accommodation and finances;
d. referrals to external legal, counselling and medical services; and
e. other measures, if any, appropriate to the circumstances.

(58) Specific support provided by the University for Staff and Affiliates may include:

a. counselling and wellbeing services through the EAP Program. A list of support services is available on the Staff Intranet;
b. reasonable workplace adjustments to support safety and wellbeing, including but not limited to:
    i. changes to hours of work;
    ii. change to their work location
    iii. relocation to suitable employment;
    iv. changes to University-provided contact details such as phone numbers and email addresses;
    v. access to leave in accordance with the relevant Enterprise Agreement. Casual Staff may access Special Leave in accordance with the relevant Enterprise Agreement; and
    vi. Staff who are also research Students may access provisions available through the Graduate Research Variations to Candidature Policy.
c. referrals to external legal, counselling and medical services; and/or
d. other measures, if any, appropriate to the circumstances.

University Responses to Formal Reports

(59) All Formal Reports will be given serious consideration, treated with care and responded to in accordance with Trauma-informed principles, and applicable University policies and procedures.

(60) For Formal Reports that include identifying information: The Discloser will be contacted to confirm that they and others are safe, discuss access to support services, and consult with them about their preferences for a response, including information about the University's Gender-based Violence Investigation Procedure as it applies to Students, Staff, and Affiliates. If the Formal Report is made by a Reporter about another person who has allegedly experienced Gender-based Violence, they will also be contacted, consulted and offered support services. Applicable laws may limit the University's ability to respond to a Disclosure made by a Reporter on behalf of another person without that

person's consent.

(61) For anonymous Formal Reports: The University may be limited in its response to anonymous reports, and it will not be possible to respond to the Reporter about actions taken. However, the information will be used to monitor Gender-based Violence affecting the Macquarie University Community, including contacting anyone named in the report where appropriate, and identifying opportunities to improve safety.

(62) For all Formal Reports: If the University determines that actions are required to manage the safety of any member of the Macquarie University Community, where reasonably practical, the person making the Formal Report will be consulted if their identity is known. They will be provided with information about internal and external processes, to allow them to make an informed decision about continuing with making the Formal Report. In certain circumstances, information may need to be shared with University Security Services, University Accommodation Providers, Work Health and Safety, Human Resources, Office of General Counsel, and external services such as NSW Police or NSW Communities and Justice. The University aims to respect the agency and choice of the Discloser.

(63) If the circumstances require the University to share information with the Police, every effort will be made to make this clear to the Discloser at the first available opportunity to allow them to make an informed decision as to whether they want to proceed with a Formal Report through the University. The Discloser should also be provided with the option to complete a NSW Sexual Assault Reporting Option (SARO) online as their preferred reporting option.

(64) Formal Reports made by members of the public will be assessed and addressed appropriately, with support and follow-up provided where possible.

(65) Formal Reports concerning Students may lead to a Formal Investigation under the Gender-based Violence Investigation Procedure.

(66) Formal Reports concerning Staff or Affiliates may lead to a Formal Investigation under the Gender-based Violence Investigation Procedure.

(67) Where a Respondent is both a Staff member and a Student, the matter may be investigated under Staff or Student processes set out in the Gender-based Violence Procedure. The Respondent's relationship to the person who experienced the alleged Gender-based Violence and the context in which the incident(s) occurred will be considered in determining which process to apply.

(68) Formal Reports must be finalised within 45 working days, including any disciplinary process. For details on how Formal Reports are assessed (Preliminary Assessment) or investigated (Formal Investigation) refer to the Gender-based Violence Investigation Procedure.

Safety and Interim Measures

(69) Interim measures are temporary restrictions or requirements that may be imposed on any individual within the Macquarie University Community to ensure safety or reduce the risk of harm in response to a Disclosure or Formal Report of Gender-based Violence.

(70) At any time following a Disclosure or Formal Report of Gender-based Violence and regardless of whether or not an investigation has commenced:

a. the Pro Vice-Chancellor (Dean of Students) may implement such measures as the Pro Vice-Chancellor (Dean of Students) considers are reasonably necessary in relation to a Student to meet a requirement of the Code (including measures that require changes to the manner or time a Student may attend any University premises or conduct any University activity, contact between Students as part of any University activity, changes to the delivery of teaching and learning provided to a Student by the University, or changes to Student Accommodation); and

b. the Pro Vice-Chancellor (Dean of Students) may issue directions to a Student for the purposes of implementing such measures required.

(71) At any time following a Disclosure or Formal Report of Gender-based Violence and regardless of whether or not an investigation has commenced:

a. the Chief People Officer (or other senior officer in accordance with the relevant Enterprise Agreement) may take interim measures against a Staff member to meet a requirement of the Code; and
b. the Chief People Officer (or other senior officer in accordance with the relevant Enterprise Agreement) may issue directions to a Staff member for the purposes of implementing such measures required.

(72) Measures required in accordance with clause 70 and clause 71 must be considered on a case-by-case basis and be reasonable and proportionate in the circumstances.

(73) Any safety or interim measures implemented under the preceding clauses should not be interpreted as anticipating the outcome of a University or external investigation process and do not constitute a determination of responsibility.

(74) Students may request a review of interim measures from the Deputy Vice-Chancellor (Academic) via dvca@mq.edu.au

(75) Staff may request a review of interim measures from the Chief People Officer via chiefpeopleofficer@mq.edu.au.

(76) A request for review must be made within 10 working days of the date of the interim measures being taken and is limited to the terms and duration of the interim measures.

Privacy and Use of Information

(77) The University is committed to respecting the privacy of all members of the Macquarie University Community consistent with the Privacy Policy and applicable privacy laws. Subject to applicable laws, the University will treat all Disclosures and Formal Reports confidentially.

(78) Information from a Disclosure or Formal Report may be shared for a specific purpose if the person making the report has given their consent. Where practical, consent will be reviewed at each stage of the process. If consent is not provided, the University will keep the information confidential, with some limitations as outlined in this section.

(79) The University is obliged to protect the safety of the Macquarie University Community and may need to provide information to NSW Police and/or relevant government agencies, for example:

a. when there is an immediate threat to someone's safety;
b. in cases involving serious physical harm or ongoing risk; and
c. where the person who has experienced Gender-based Violence lacks capacity.

(80) The University may be required to report information about a 'serious indictable offence' to Police, in accordance with section 316 of the Crimes Act 1900 (NSW).

(81) Mandatory reporting legislation may also affect confidentiality.

(82) If a Gender-based Violence incident occurs during an activity funded by the Department of Foreign Affairs and Trade (DFAT),the University must alert DFAT about the incident in consultation with the person(s) affected.

(83) The University prohibits the use of a Non-disclosure Agreement or Non-disparagement Clause in its response, management, and/or settlement of matters disclosed to it under this Policy, unless requested to do so by a Discloser,

the terms of which will comply with the requirements of the Code.

(84) Information from Disclosures and Formal Reports will be used to identify patterns and areas of concern relating to Gender-based Violence affecting the Macquarie University Community and to report to the Executive Group, University Council, any other relevant University committee or body, and the Commonwealth Department of Education in accordance with requirements under the Code. No information that could identify individuals will be included in reporting.

Related University Policies and Codes of Conduct

Students

Student Code of Conduct

Complaints Resolution Procedure for Students and Members of the Public

Graduate Research Variations to Candidature Policy

University Staff

Complaint Management Procedure for Staff

Discrimination, Bullying and Harassment Prevention Policy

Staff Code of Conduct

Privacy Policy

Graduate Research Supervision Policy

Macquarie University Code for the Responsible Conduct of Research

Health and Safety Risk Management Policy

Health and Safety Risk Management Procedure

Work Health and Safety Policy

Macquarie University Health Staff

Appropriate Workplace Behaviour Policy

Code of Conduct

Misconduct and Performance Management Policy and Procedure

U@MQ/MQSL Staff

Code of Conduct

Grievance and Dispute Resolution Policy Fair Workplace and Guidelines

Section 4 - Guidelines

(85) See Guidelines for Understanding the Gender-Based Violence Prevention and Response Policy.

Section 5 - Definitions

(86) For the purpose of this Policy, the following definitions apply:

Affiliate	A person holding an Honorary title with the University, contractors and volunteers working for the University, and external researchers operating on University Land.
Affiliated Organisation	An organisation that uses the University's intellectual property in its name, marketing, recruitment, or governance documents.
Affiliated Student Accommodation Providers	A provider of accommodation to Students that is not a Student Accommodation Provider or the University, but is nevertheless affiliated with the University in the circumstances set out in the Code.
Code	National Higher Education Code to Prevent and Respond to Gender-based Violence 2025
Controlled Entity	Controlled Entity has the same meaning as set out in section 2.2 of the Government Sector Finance Act 2018.
Discloser	A person who has shared information about their experience of Gender-based Violence.
Disclosure	The provision of information about a person's experience of Gender-based Violence to the University by the Discloser or another person.
Formal Investigation	An investigation conducted by a University appointed investigator in response to a Formal Report of Gender-based Violence concerning a Student, Staff member, or Affiliate, regardless of the context in which the Gender-based Violence occurred.
Formal Report	The provision through formal reporting channels of information by a Discloser to the University about their experience of Gender-based Violence, which requires the University to consider taking steps beyond the offer and provision of support services, including (without limitation) the commencement of a Preliminary Assessment or Formal Investigation and/or a disciplinary process in appropriate circumstances.
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. Gender-Based Violence may include sex-based harassment, workplace sexual harassment, stalking, cyber abuse, family and domestic violence, and conduct that creates a hostile, intimidating, or humiliating environment on the basis of sex, gender, or sexuality.
Governing Body	The formally constituted Governing Body of the University for the purposes of the Higher Education Standards Framework made under the Tertiary Education Quality and Standards Agency Act 2011 (Cth).
Leadership	The University Council as the Governing Body and the Vice-Chancellor as Principal Executive Officer.
Macquarie University Community	Students, Leadership, Staff, Affiliates and Affiliated Organisations of Macquarie University
National Student Ombudsman	The National Student Ombudsman established under Part IIF of the Ombudsman Act 1976 (Cth).
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 approach	Ensuring that a Discloser's needs and preferences are at the centre of decisions made in response to the Disclosure. The response systems, policies and procedures affirm the Discloser's dignity and support their healing by genuinely considering their wishes and the impact that decisions may have on them, while at all times ensuring the safety and wellbeing of the Discloser and Students and Staff.

Preliminary Assessment	An initial assessment undertaken by the Senior Gender-based Violence Caseworker of a Disclosure and/or Formal Report of Gender-based Violence with the purpose of assessing available information to determine if it is in scope and if the evidence necessitates a Formal Investigation.
Positive Duty	Refers to the positive obligation on employers to take reasonable and proportionate measures to eliminate Sexual Harassment in the workplace as further defined in the Sex Discrimination Act 1984 (Cth) and Work Health and Safety legislation.
Prevention and Response Plan	The plan prepared by the University in accordance with Standard 1 of the Code, or the plan prepared by a Student Accommodation Provider/Affiliated Student Accommodation Provider in accordance with Standard 7 of the Code, and, where the context requires it, means any revised Prevention and Response Plan.
Reporter	A person who has witnessed or is aware of Gender-based Violence involving a member of the Macquarie University Community and makes a Disclosure or a Formal Report to the University.
Respondent	A person whom it is alleged has engaged in conduct that amounts to Gender-based Violence.
Staff	Staff means a person employed by the University at the time that a Disclosure or Formal Report is received by the University, and includes continuing, fixed term, and casual Staff members.
Student	Student means a person enrolled in a program or unit of study provided by the University at the time that a Disclosure or Formal Report is received by the University and includes a person in a pathway program, an undergraduate or postgraduate program, a cotutelle program, or a visiting student.
Student Accommodation Provider	A provider of Student Accommodation that is not itself directly owned, managed and/or operated by the University but is nevertheless under the Control of the University.
Trauma-informed	An approach that applies the 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.
University Land	Refers to all land and other property over which the University has vested control and management. See Section 18 of the Macquarie University Act 1989 and Macquarie University By-law 2005.
Victimisation	Refers to subjecting a person to unfair treatment or disadvantage because they have made, or are believed to have made, a complaint or raised concerns.
Vexatious Report	A report will be considered vexatious or malicious if: • it concerns matters which have been previously dealt with; • it makes false, inflammatory, irrational or unjustified statements as the basis of the complaint; • it constitutes a demand that the University undertakes its processes in a manner directed by the complainant; • it is one of multiple complaints raising the same or substantially the same issue; and/or • it is rude, threatening or intimidating.

See the Guidelines for a more comprehensive list of definitions relating to this Policy.

Section 6 - Related Legislation

Supporting Legislation and Frameworks	Macquarie University's Gender-based Violence Prevention and Response Policy meets the requirements under the Commonwealth Government's National Higher Education Code to Prevent and Respond to Gender-Based Violence 2025. It is further informed by related Commonwealth and NSW State legislation and action plans to address Gender-based Violence, evidence-based educative frameworks, and other related University policies and codes of conduct.

Commonwealth and State Legislation	Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) 2025 (Cth) Sex Discrimination Act 1984 (Cth) Work Health and Safety Act 2011 (NSW) Crimes Act 1900 (NSW) Criminal Code Act 1995 (Cth) Anti-Discrimination Act 1977 (NSW) Fair Work Act 2009 (Cth) Privacy and Personal Information Protection Act 1998 (NSW) Higher Education Support Act 2003 (Cth) Privacy Act 1988 (Cth)
Commonwealth and State Plans and Frameworks	The Commonwealth Government's Action Plan Addressing Gender-based Violence in Higher Education 2024 (Cth) National Plan to End Violence against Women and Children 2022–2032 2022 (Cth) Pathways to Prevention NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024–2028 2024 (NSW)

Status and Details

Status	Current
Effective Date	30th June 2026
Review Date	18th December 2026
Approval Authority	Vice-Chancellor
Approval Date	30th June 2026
Expiry Date	Not Applicable
Responsible Executive	S. Bruce Dowton Vice-Chancellor
Responsible Officer	Rorden Wilkinson Deputy Vice-Chancellor (Academic)
Enquiries Contact	Leanne Piggott Pro Vice-Chancellor (Dean of Students)

Glossary Terms and Definitions

"Enterprise Agreement" - is an agreement that will outline the terms and conditions of employment within a select organisation or group of organisations including a range of matters such as rates of pay, employment conditions, consultative mechanisms and dispute resolution procedures, among others and must be approved by, and registered with, the Fair Work Commission.