



Proposed La Trobe University Prevention and Response to Gender-based Violence Action Plan and Outcomes Framework 2026-2029

This whole-of-organisation Gender-based Violence Prevention and Response Action Plan and Outcomes Framework has been endorsed by the La Trobe governing body, in accordance with Standard 1.4(m) of the National Higher Education Code to Prevent and Respond to Gender-based Violence 2025.

Acknowledgements

Acknowledgement of Country

La Trobe University acknowledges that our campuses are located on the unceded lands of Traditional Custodians in Victoria and New South Wales. We recognise their ongoing connection to the land and value their unique contribution to the University and wider Australian society. La Trobe University is committed to providing opportunities for Indigenous peoples, both as individuals and communities, through teaching, learning, research and partnerships across all our campuses.

We respect the brotherboys, sistergirls and other LGBTIQ+SB Indigenous peoples and recognise the intersecting points of discrimination they may experience.

Acknowledgement of the movement

La Trobe University acknowledges the many victims/survivors of sexual violence and gender-based violence who have so courageously spoken up about their experience and those who advocate and research on this issue. Without you, we would not be here today, and we are indebted to you and grateful to be able to build upon the foundation you have created.

Acknowledgement of loss

Aiia Maasarwe, a female Palestinian Israeli student at La Trobe University, was raped and murdered after catching the tram home to Bundoora, from the city on 16, January 2019. To respectfully honour Aiia and with consent of Aiia's family, the Aiia Maararwe scholarship is jointly funded in perpetuity by the Victorian Government and La Trobe University. The rape and murder of young women are at the extreme end of a spectrum of sexual assault and harassment that a wide diversity of women, girls and non-binary, gender diverse people experience every day.

Use of language

La Trobe University recognises the complexity of language and the deeply personal preferences held by individuals towards language. The linguistic styling of the *Proposed Prevention and Response to Gender-based Violence Action Plan and Outcomes Framework* has been informed by the National Higher Education *Code to Prevent and Respond to Gender-based Violence* ('National Code') and existing La Trobe strategies and plans.

This document uses people-first language as the preferred way to refer to the disability community ('people disability')¹. 'Indigenous peoples' is used in this document as the preferred term to represent First Nations Peoples of Australia and the Countries they belong to².

Prior to the introduction of the National Code, La Trobe's prevention and response initiatives primarily addressed sexual harm. The University is broadening the scope of policies, action plans, training, and communications to encompass gender-based violence in its entirety, while continuing to reference sexual harm within this comprehensive framework.

¹ Wellbeing and Inclusion. (2023). *Universal Design and Inclusion Action Plan* (2023-2030). La Trobe University. <https://www.latrobe.edu.au/about/at-a-glance/plans/documents/LTU-Universal-Design-Inclusion-Action-Plan.pdf> ('Universal Design and Inclusion Action Plan')

² Office of Indigenous Strategy and Education. (2022). *Indigenous Strategy* (2022–2030). La Trobe University. <https://www.latrobe.edu.au/indigenous/indigenous-documents/Official-LTU-Indigenous-Strategy-final-v2.pdf> ('Indigenous Strategy')

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Statement of commitment

The National Code defines gender-based violence as 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 is a public health and human rights issue affecting the health and well-being of victim-survivors across the globe. La Trobe University is committed to gender equality and to preventing and responding to gender-based violence.

I acknowledge the profound harm gender-based violence causes to our community at La Trobe. I recognise that this harm is not experienced equally by members of the community, and that this form of violence is overwhelmingly perpetrated by men against women and gender-diverse people. Within the university, Aboriginal and Torres Strait Islander students, students with disability, non-binary and transgender students, and LGBTIQ+ students experience sexual assault and harassment at higher rates than others. Taking action to eliminate gender-based violence is essential to building a safe and respectful community at La Trobe.

This Plan reaffirms our commitment to fostering a diverse, inclusive, and safe university for all members of our community – our students, staff, alumni, and partners. It aligns with the University's strategic goal to maximise impact in equity, inclusivity, cohesion and safety and is underscored by our cultural qualities of Accountable, Connected, Innovative, and Care. I commit to embedding accountability for this plan at all leadership levels across the University.

This Plan has been shaped by the invaluable contributions of our students and staff, whose expertise, insights and collaboration have developed the approach, planned activity and Outcomes Framework.

This Plan focuses on our strengths, investing in our people and realising the benefits of our partnerships. It demonstrates our commitment to applied evaluation and research which is outcome focused and highly valued by our communities. It reflects our continuous approach to learning and improvement, meaningful culture change, and delivering real impact, both within La Trobe and in the wider community.

I invite all students, staff, alumni, and partners to commit to this Plan. Through a shared commitment and collective action, we will build a more vibrant, inclusive, and equitable University, one that not only excels academically but which drives meaningful and lasting social change.

Introduction

Addressing gender-based violence at La Trobe University

Universities have a unique capacity to drive social change and create safe environments for study, work, accommodation and social life. At La Trobe University, we take responsibility for the critical role we play in addressing gender-based violence in our community. We recognise that achieving lasting cultural and structural change requires coordinated leadership, clear accountability, and active engagement at every level.

In accordance with the National Code, La Trobe University – under the leadership of the Vice-Chancellor and Senior Executive Group (SEG) – has developed this proposed *Prevention and Response to Gender-based Violence Action Plan and Outcomes Framework* ('the Plan').

The Plan drives the cultural transformation needed to prevent and respond to gender-based violence. Senior leadership ensures its systematic integration across governance, management, and operational forums by deliberate design. Practical actions – led by the SEG, Health and Safety Committee, Equity, Diversity and Inclusion (EDI) Committee, EDI Advisory Groups, and Students as Partners – embed the Plan into everyday practice. The Plan will be supported by robust policies, data, and evaluation mechanisms, and underpinned by evidence informed research, strengthened accountability and continuous improvement. Its relevance and effectiveness will be maintained through biennial review and updates, aligned with the Higher Education Gender-based Violence Regulator (Regulator) reporting requirements.

Following submission of the Plan to the Regulator in January 2026, La Trobe will incorporate the Regulator feedback, provide an updated version of the Plan to the Regulator, and publish the final approved version of the Plan on the La Trobe website.

About our university

La Trobe University is a global institution dedicated to advancing knowledge and transforming lives, guided by the values of accountability, connectedness, innovation, and care. These values underpin our responsibility to create equitable, inclusive, and safe environments for all students and staff, including through the prevention of and response to gender-based violence.

In 2025, La Trobe employed 3,413 staff and supported 40,304 students³ across seven campuses, alongside a growing online and international presence. Our student community is highly diverse: 70% of commencing students are aged 24 years or under, 47% identify as women or nonbinary, gender diverse, 40% speak a language other than English at home, 13.7% disclose disability at enrolment, and 2.9% identify as Aboriginal and/or Torres Strait Islander. Our staff community

³ Data and Analytics. (2025). *LTU Student Enrolment Dashboard – Student Enrolments*. La Trobe University. [Internal PowerBI dashboard]

reflects similar diversity, with significant representation of women, LGBTIQ+ individuals, Indigenous peoples, and people with disability or neurodiversity.

Our community diversity reinforces the need for gender-based violence prevention and response measures that are inclusive, culturally responsive, and accessible. National research shows that men overwhelmingly perpetrate gender-based violence against women⁴⁵, nonbinary, gender-diverse people⁶, Indigenous people⁷, culturally and linguistically diverse cohorts⁸, and people with disability⁹. Gender-based violence can occur in any setting¹⁰ – on campus or online¹¹, in workplaces, on placement or social environments¹². La Trobe is not exempt from these realities, with 18.9% of student respondents reporting experiencing sexual harassment since commencing at university.

Our residential accommodation

Approximately 6% of La Trobe students live in on-campus accommodation, managed by the Business Services team under a contractual agreement with UniLodge, which oversees day-to-day operations. The University offers 2,516 beds across seven locations:

- **Bundoora:** 1,792 beds
- **Bendigo:** 619 beds
- **Albury-Wodonga:** 28 beds
- **Regional:** Ballarat (25), Melton (20), Mildura (20), Shepparton (12)

Occupancy averages **57% domestic and 43% international students**, with international residents mostly from India, China, Sri Lanka, Bangladesh, Vietnam, Singapore, and Cambodia. Domestic students aged under 18 (with parental consent) are housed separately under specific rules. Family stays are not offered; school and sports camps are accommodated in ringfenced areas at Bundoora

⁴ Department of the Prime Minister and Cabinet. (2024). *Working for women: A strategy for gender equality*. Australian Government. <https://www.pmc.gov.au/office-women/working-women-strategy-gender-equality>

⁵ Respect.gov.au. (2023, March 15). *The issue explained: Understanding violence against women in Australia*. <https://www.respect.gov.au/sites/default/files/2024-06/The%2520Issue%2520Explained.pdf>

⁶ Department of Education. (2025, 30 October). *Action Plan Addressing Gender-based Violence in Higher Education*. Australian Government. <https://www.education.gov.au/highereducationGBVcode/action-plan-genderbased-violence-higher-education> ('Department of Education')

⁷ Australian Institute of Health and Welfare. (2025, July 30). *Aboriginal and Torres Strait Islander people*. <https://www.aihw.gov.au/family-domestic-and-sexual-violence/population-groups/aboriginal-and-torres-strait-islander-people>

⁸ Australian Institute of Health and Welfare. (2024, February 15). *People from culturally and linguistically diverse backgrounds*. <https://www.aihw.gov.au/family-domestic-and-sexual-violence/population-groups/cald>

⁹ Our Watch. (2025). *Preventing violence against women with disabilities*. <https://www.ourwatch.org.au/preventing-violence/women-with-disabilities>

¹⁰ Department of Education (n6)

¹¹ Hearn, J., Strid, S., Humbert, A. L., Bondestam, F., and Husu, L. (2025). Gender-based violence in higher education and research performing organisations: Three steps in critique and reconceptualisation. *Journal of Gender-Based Violence*, 9(4), 513-535, doi.org/10.1332/23986808Y2025D0000000093

¹² University of Technology Sydney. (2025, 29 Aug). *Institutions as bystanders: Rethinking responses to gender-based violence*. <https://www.uts.edu.au/case-studies/rethinking-responses-to-gender-based-violence>

with parental consent. In partnership with the Indigenous Student Strategy and Education team, La Trobe provides **residential scholarships for full-time Indigenous students**, offering subsidised accommodation.

Students in their second year and beyond, who maintain an average subject outcome of 65% or higher, can apply to become **Residential Leaders (RLs)**. RLs gain leadership and employability skills through professional training delivered by the University and supported by UniLodge Resident Life Managers. RLs receive a scholarship subsidy.

Our plan and the National Code

Our actions

La Trobe University is committed to leading with integrity and building the environments for health where everybody can thrive. We will ensure all our campuses are safe and inclusive through examining and improving our systems, cultures, education programs, reporting pathways, and support services. We will align with compliance requirements, emerging evidence and research, sector good practice, and the needs of our community through co-developing and collaboratively implementing proactive prevention strategies and trauma-informed responses.

This Plan articulates our response to our obligations under the National Code standards:

- **Standard 1** Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to gender-based violence
- **Standard 2** Environments are safe, and systems continuously improve to prevent and respond to gender-based violence
- **Standard 3** Build knowledge and capability to safely and effectively prevent and respond to gender-based violence
- **Standard 4** Responses and support services are safe and person-centred
- **Standard 5** Gender-based violence responses are safe and timely
- **Standard 6** Use evidence to approach, measure change and contribute to the national evidence-base
- **Standard 7** Student accommodation is safe for all students and staff.

La Trobe University has developed a comprehensive breakdown of the actions in this Plan, organised by the relevant National Code Standards (Annex One). Each action notes its objective and alignment with the Plan's Outcomes Framework to support transparency, accountability, and consistent implementation across the University. Actions will indicate when each initiative will be delivered.

Our outcomes

In line with the National Code, La Trobe has developed a reference tool for monitoring our progress, guiding implementation, and informing reporting obligations (Annex Two). This tool helps staff and governance bodies track compliance, identify emerging risks, and drive continuous improvement in preventing and responding to gender-based violence.

Developing our Plan

In developing this Plan, La Trobe University undertook a structured preparatory process consistent with Section 6.1 of the December Regulatory Guidance for the National Code. This preparatory work included engagement with students, staff and key stakeholders; analysis of institutional and sector data; review of available local and international evidence and policy; and a whole-of-university assessment of systemic risks, enablers and barriers. These inputs directly informed the design, prioritisation and sequencing of actions in the Plan.

Prior to finalising the Plan, the University reflected on the preparatory process, governance input and implementation considerations to ensure the Plan is able to be operationalised from commencement of the National Code. Actions, timelines were refined, including strengthening response systems and clarifying accountability and reporting mechanisms. Implementation readiness was considered across resourcing, systems capability and workforce capacity.

Building on our current work

La Trobe University is proud to be founded on principles of social justice, and this Plan reflects that enduring commitment. It builds on a strong institutional foundation for preventing and responding to gender-based violence. Our progress has been recognised through the following achievements and measures.

Sector benchmarks

- La Trobe University is ranked 27th globally for good health and well-being¹³
- International University Sports Federation Healthy Campus Platinum certification
- Member of the Athena SWAN Charter since 2015
- Awarded Science Australia Gender Equity (SAGE) Bronze accreditation in 2019 and currently progressing to Silver accreditation
- Awarded SAGE Silver Cygnets (2023 and 2024) for demonstrated progress in removing barriers to academic promotion and strengthening support for women's academic promotion, resulting in higher application and success rates for women and enhancing support for carers and parents.

Systems and capability building

- Roll-out of the Respectful Behaviour and Culture Module for all students and the Preventing and Responding to Gender Based Violence at Work Module for all staff

¹³ Times Higher Education Impact Rankings. (2025). *La Trobe University*. <https://www.timeshighereducation.com/world-university-rankings/la-trobe-university>

- Expansion and coordination of specialist, trauma-informed service delivery and responses through Safer Community (Integrity Office), Staff Wellbeing Connect and Student Wellbeing Connect, University Crisis Line and Northern Centre Against Sexual Assault (NCASA)
- Integration of an evidence-informed Psychosocial Risk Management Framework¹⁴ to guide our hazard management approach. Anchored in the principles of protect, promote, support, this framework places our people at the centre of everything we do.

Strategic research partnerships

- Partners with Welcoming Universities, Australian Disability Network, the Global Observatory for Gender Equality and Sport and Science Australia Gender Equity
- Partnering with the regional Respectful Communities Partnership to prevent gender-based violence
- Collaboration with the Australian Research Centre in Sex, Health and Society (ARCSHS) and the Reducing Gender-based Violence Research Group (ReGEN)
- Collaboration between the Prevention and Inclusion team and ReGEN, and establishment of an Embedded Researcher Model.

Strategic and governance ecosystem

Strategic alignment

The Plan adopts an intersectional, whole-of-university approach to address structural, systemic, and cultural barriers to preventing and responding to gender-based violence. The Plan supports the University's *Strategic Plan (2025–2030)*¹⁵, *University City Master Plan (2025–2030)*¹⁶, *Indigenous strategy (2022-2030)*¹⁷, *Equity, Diversity and Inclusion Strategy (2025-2030)*¹⁸, *Regional Growth and*

¹⁴ LaMontagne, A. D., Martin, A., Page, K. M., Reavley, N. J., Noblet, A. J., Milner, A. J., Keegel, T., & Smith, P. M. (2014). Workplace mental health: Developing an integrated intervention approach. *BMC Psychiatry*, 14, Article 131. <https://doi.org/10.1186/1471-244X-14-131>

¹⁵ La Trobe University. (2025). *Strategic Plan 2025–2030*. <https://www.latrobe.edu.au/about/downloads/La-Trobe-University-2025-2030-Strategic-Plan.pdf>

¹⁶ La Trobe University. (2025). *University City Master Plan 2025–2030*. La Trobe University. https://www.latrobe.edu.au/__data/assets/pdf_file/0007/1732930/DC42400-LTUC-Masterplan-A4-v5.pdf

¹⁷ Indigenous Strategy (n2)

¹⁸ Equity, Diversity and Inclusion. (2025). *Equity, diversity & inclusion strategy (2025–2030)*. La Trobe University. <https://www.latrobe.edu.au/events/event-images/university-events-images-2025/EDI-Strategy-Final.pdf>

*Innovation 2030 Strategy*¹⁹, and *La Trobe Leadership Strategy and Framework, Capability Framework and Roadmap to Leadership Excellence*²⁰, as well as key education and research agendas²¹.

In addition, this Plan aligns with and complements the following University action plans and frameworks,

- *Sexual Harm Prevention and Response Action Plan (2023–2026)*²², defining whole-of-institution standards for education, response and reporting
- *Gender Equality Action Plan (2021–2025)*²³, establishing actions to strengthen early prevention, improve organisation responses and promote a safer, more gender equal workplace
- *SAGE Silver Action Plan (2021–2027)*²⁴, addressing structural, systemic and cultural barriers which contribute to persistent gender inequity and inequality
- *Universal Design and Inclusion Action Plan (2023–2030)*²⁵, building a welcoming, accessible, inclusive university culture and environment
- *Anti-Racism Action Plan (2025–2030)*²⁶, dismantling racism in all its forms and embedding truth-telling and accountability at the core of strategy, policy and practice
- *LGBTQIA+ Pride Action Plan 2026–2030* (forthcoming)
- *Work Integrated Learning Framework, Employability Framework, and La Trobe Connect Program Plan (2025–2027)*.

Governance and reporting

The Plan is grounded in the systems, partnerships, and organisational capability needed to embed safe, inclusive, and culturally informed practices across the University. A robust governance process oversees implementation and reporting of the Plan, with regular updates to management groups and senior committees to ensure accountability and compliance (Table 1).

Governance	Group / Committee	Reporting Frequency	Focus of Reporting
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¹⁹ La Trobe University. (2025). *Regional Growth and Innovation 2030 Strategy*. <https://www.latrobe.edu.au/about/at-a-glance/plans/documents/LTU-Regional-Growth-and-Strategy-2030.pdf>

²⁰ La Trobe University. (2025). *La Trobe Leadership Strategy & Framework, Capability Framework and Roadmap to Leadership Excellence* [Internal document]

²¹ Outlined in the *Research and Innovation Plan, Education and Experience Plan* (both 2025–2030)

²² Respect at La Trobe. (2023). *Sexual Harm Prevention & Response Action Plan (2023–2026)*. La Trobe University. https://www.latrobe.edu.au/about/at-a-glance/plans/respect-at-la-trobe/Sexual_Harm_Prevention_and_Response_Action_Plan-18.09.pdf

²³ La Trobe University. (2021). *Gender Equality Action Plan 2021–2025* [Internal document]

²⁴ La Trobe University. (2021). *SAGE Silver Action Plan 2021–2027* [Internal document]

²⁵ Universal Design and Inclusion Action Plan (n1)

²⁶ La Trobe University. (2025). *Anti-Racism Action Plan 2025–2030*. <https://www.latrobe.edu.au/about/at-a-glance/plans/documents/DC42197-LTU-Anti-Racism-Action-Plan-FINAL.pdf>

Management Group/ Committee	Senior Executive Group (SEG)	April and October each year	Strategic updates on progress, impact, outcomes, data trends, risks, enablers, and barriers.
	Equity, Diversity, and Inclusion Committee	Every six months (aligned with SEG cycle)	EDI-related progress, risks, data insights, and alignment with whole-of-university inclusion initiatives.
	Health & Safety Committee	Every six months (aligned with SEG cycle)	Health, safety, wellbeing, prevention and response data and trends, and risk oversight.
University Senior Governance Committees	Corporate Governance, Risk, Internal Audit and Safety Committee (Council Sub-Committee)	May and November each year	Assesses governance, risk management, safety, and compliance progress; monitors emerging risks and assurance.
	Academic Board	November each year	Updates relevant to teaching and learning environments—including placement, WIL, research, safety and inclusion obligations.
	University Council	June and December each year	Endorsement of institutional progress, risks, outcomes, and oversight of mandatory external reporting.

Table 1 Governance and reporting processes for the Plan

Reports will track data trends in accordance with standard 1.9 and include "de-identified data on incidents of gender-based violence experienced by students and staff since the last report, including identification of any trends in the data. The reports will demonstrate progress and impact and identify emerging risks and enablers within the Plan's scope. They will also ensure oversight of La Trobe's obligations to the Regulator, including timely submission of mandatory six-monthly reports and comprehensive reviews at the two-year and four-year milestones.

Identifying our opportunities and risks

In preparation for the National Code, La Trobe conducted a university-wide assessment to identify risks, enablers and barriers centred on preventing and responding to gender-based violence. This assessment has informed the development of this Plan. Action to manage risks, seize opportunities for change, and remove barriers is most effective when the La Trobe community shares a common understanding of gender-based violence, acknowledges the complexity of gender-based violence, and demonstrates engaged leadership through open dialogue and collaboration.

In service delivery

ReGEN are recognised knowledge leaders in gender-based violence research, monitoring, and evaluation. Their approach moves beyond asking *if* something works to exploring *how*, *why*, and *for whom* it works. As leading knowledge experts, ReGEN work closely with organisations to strengthen service delivery, including sexual violence and health services, strengthening La Trobe's internal and external partnerships on gender-based violence; driving innovation in research, evaluation, and knowledge translation; and building capacity among students and early career researchers through mentorship and support.

The ReGEN team was responsible for shaping the Federal Government's agenda for sexual violence prevention through an evidence review²⁷ and Theory of Change²⁸. Their research has identified universities as key sites for the prevention of sexual violence. Following a deep dive study²⁹, the ReGEN team identified significant gaps in current service delivery practices. Their recommendations for future prevention activities include:

- Developing interventions that go beyond 'attitude change' to drive meaningful *behavioural* change
- Moving beyond single, online modules by adapting and expanding proven, effective programs wherever possible
- Implementing a whole-of-community approach, guided by frameworks such as Our Watch's *Educating for Equality*
- Strengthening program evaluations to examine not only whether programs work – but how, for whom, and when they are effective, using longitudinal methods
- Focusing on often-overlooked areas, including an emphasis on preventing sexual harassment
- Prioritising underserved cohorts, including international students, LGBTQIA+ communities, and programs tailored for men.

While this research was specific to sexual violence, these findings are relevant more broadly to the prevention of gender-based violence.

In support seeking and reporting

Victim-survivors face significant barriers to seeking support or reporting gender-based violence. Recent La Trobe research³⁰ indicates that staff often hesitate to report experiences of violence

²⁷ Hooker L., Ison J., O'Sullivan G., Fisher C., Henry N., Forsdike K., Young F., Taft A. (2020). *Primary prevention of sexual violence and harassment against women and girls: Combining evidence and practice knowledge. Evidence review and data synthesis*. La Trobe University.

²⁸ Hooker, L., Ison, J., Henry, N., Fisher, C., Forsdike, K., Young, F., Korsmeyer, H., O'Sullivan, G., & Taft, A. (2021). *Primary prevention of sexual violence and harassment against women and girls: Combining evidence and practice knowledge. Final report and theory of change*. La Trobe University.

²⁹ Ison, J., Giles, F., Marshall, S., Young, F., & Hooker, L. (under review 2025). *Mapping evaluated university primary prevention interventions against a whole-of-university framework: A scoping review*. Trauma, Violence and Abuse

³⁰ La Trobe University. (2025) *Gender Equality Employee Experience Survey Insights*. [Internal document] ('Gender Equality Employee Survey')

because they believe the violence is not serious enough to report, doubt reporting will make a difference, or fear damage to their reputation. Students report similar concerns³¹, including not thinking they need help, believing the violence is not serious enough to report, worrying the violence will be too hard to prove, or fearing possible negative consequences. These barriers can be amplified for international students³², who may worry about breaches of their privacy or confidentiality, or the impact of reporting on their student visa.

During Work Integrated Learning

Students can face heightened risks of gender-based violence during mandatory clinical or Work Integrated Learning (WIL) placements. During placements, students may be required to relocate to short-term accommodation outside of La Trobe-owned residences or UniLodge: such as caravan parks, motels, and private rentals. Ineligibility for subsidised housing – such as University Department of Rural Health (UDRH) accommodation – can place international students at an increased risk of violence, forcing international students to pay the full rate for accommodation or choose cheaper, less secure options such as health-services quarters.

These cheap, short-term accommodation options often fall short of National Code standards. They may lack safety measures, clear reporting pathways, and staff trained in preventing or responding to gender-based violence. Some accommodation options even permit unscreened guests for up to two nights, further increasing the risks for students during placement. Addressing these gaps with partners to ensure there are strong safety measures in place is a priority for La Trobe.

³¹ Heywood, W., Myers, P., Powell, A., Meikle, G., & Nguyen, D. (2022). *National Student Safety Survey: Report on the prevalence of sexual harassment and sexual assault among university students in 2021*. The Social Research Centre

³² Tran, G., Forbes-Mewett, H., Tran, L. T., Hach, M., & Tarzia, L. (2024). Help-Seeking After Intimate Partner or Sexual Violence: Exploring the Experiences of International Student Women in Australia. *Violence Against Women*, 31(10), 2574-2602 doi.org/10.1177/10778012241247198

Implementing our Plan

Scoping and resourcing

La Trobe University is committed to preventing and responding to gender-based violence, regardless of where – or in what context – this violence occurs. We recognise that gender-based violence can be perpetuated by, and against students and staff in any setting: on campus or online, in the workplace, on placement, or in social environments.

Accordingly, this Plan applies across all University functions, including:

- **Teaching, learning, research, and placement environments** across all campuses, physical and online, and through onshore third-party providers
- **University-endorsed activities and engagement**, including study abroad programs, community engagement activities, business, research, and partnerships
- **University systems, operations, infrastructure, and digital platforms**, including policies, procedures, management and governance,
- **Service delivery**, including curriculum, teaching, and learning
- **Residential accommodation** offered by La Trobe and managed in collaboration with UniLodge
- **Placement-related accommodation**, including short-term accommodation such as health-services managed housing, UDRH accommodation, homestays, motels, caravan parks, and private short-stays
- **Affiliates, contractors, businesses, and volunteers** operating under University governance and policy frameworks, including student-led Organisations and La Trobe College.

La Trobe will ensure designated staff have expertise in gender-based violence or are appropriately trained through internal programs and external providers. Staff will use consistent language and demonstrate required capability when responsible for prevention and response work.

Structural framework

La Trobe University is committed to ongoing review and analysis of the evidence base to improve our response to disclosures of gender-based violence, and to identify systemic, cultural, and process barriers and opportunities for improvement across the university.

This Plan will use the *Educating for Equality* model to guide, support, and build upon our existing work to promote gender equality and prevent gender-based violence. *Educating for Equality* draws on the national and international evidence-base, including key Our Watch frameworks: *Change the*

*Story*³³, *Changing the Picture*³⁴, *Changing the Landscape*³⁵, *Men in Focus*³⁶, *Growing with Change*³⁷, and *Counting on Change: A Guide to Prevention Monitoring, Tracking Progress in Prevention*³⁸.

Responding to this evidence base, this Plan will be implemented in conjunction with La Trobe enterprise-wide action plans addressing ableism, racism, sexism and trans, bi and homophobia. La Trobe aims to address the intersecting factors that drive and contribute to gender-based violence. These include:

- The condoning of violence against women
- Men's dominance in decision-making and restrictions on women's autonomy in both public and private spheres
- Rigid gender stereotyping and dominant forms of masculinity
- Male peer relations and cultures of masculinity that emphasise aggression, dominance and control³⁹
- Intersecting forms of discrimination including colonisation, hetero and cis-normativity, racism, ableism, ageism and class discrimination⁴⁰.

The actions in this Plan have been developed in response to these key drivers of gender-based violence - to reduce the incidence of gender-based Violence in higher education. Systemic risks, enablers, and barriers through preparation and reflection phases which included applying the La Trobe Risk Management Framework⁴¹, and with consideration to the Standards and whole-of-organisation domains outlined in the National Code.

Resourcing this Plan

With the introduction of the National Code, La Trobe is required to develop, implement, monitor and evaluate structural, systemic, policy and practice changes to prevent and respond to gender-based violence. To achieve these changes, La Trobe has integrated this work into operational budgets. This facilitates the mainstreaming of gender-based violence prevention as part of 'business

³³ Our Watch. (2021). *Change the story: A shared framework for the primary prevention of violence against women in Australia* (2nd ed.). Our Watch. ('Change the story')

³⁴ Our Watch. (2018). *Changing the picture: A national resource to support the prevention of violence against Aboriginal and Torres Strait Islander women and their children*. Our Watch.

³⁵ Our Watch. (2022). *Changing the landscape: A national resource to prevent violence against women and girls with disabilities*. Our Watch.

³⁶ Our Watch. (2020). *Men in focus: A practice guide for engaging men and boys in preventing violence against women*. Our Watch.

³⁷ Our Watch. (2020). *Growing with change: Designing gender transformative programs for young people*. Our Watch.

³⁸ Our Watch. (2018). *Counting on change: A guide to prevention monitoring*. Our Watch.

³⁹ Change the story (n33) p.36

⁴⁰ Ibid p. 46

⁴¹ La Trobe University. (2023). *Risk Management Framework*. [Internal document].

as usual' across the university. All planned actions are aligned with existing budgets, resourcing, and staffing or will be strategically funded.

Accountability and responsibility

Implementation

La Trobe University recognises that clear accountability and responsibility pathways are vital to the success of this Plan. The implementation of this Plan will be led by Student Engagement and Inclusion (SEI), within the Student Experience and Employability (SEE) Division, guided by the *Respect @ La Trobe* roadmap.

Responsibility areas

La Trobe Vice-Chancellor is ultimately accountable for compliance with the Code overseeing that the needed resources, investment, time and energy is given to the issue to ensure compliance with code is met in a genuine way that is about stopping gender-based violence.

The implementation of this Plan will be coordinated with relevant university plans, frameworks and strategies – including the *EDI Framework and Strategy*, *Gender Equality Action Plan*, *SAGE Silver Action Plan*, and *UniLodge Action Plan*. This approach will ensure a unified, intersectional approach to preventing and responding to gender-based violence.

Responsibility for this Plan sits across several areas, with each area contributing a distinct function to La Trobe's prevention and response work (Table 2).

Area	Responsibility
Office of the Vice-Chancellor	Strategic direction, governance and leadership
Assurance, Quality and Standards	Policy governance and regulatory alignment
Academic Board Secretariat	Oversight of academic governance processes
People and Culture (Talent Acquisitions and Remuneration, Workplace Relations, and Wellbeing and Inclusion)	Management of contractor and affiliate processes, coordination of consistent, trauma-informed, and procedurally fair pathways for disclosure, investigation, and decision-making
Infrastructure and Operations	Campus safety and security
Asset Transformation, Information Services and Digital and Technology Solutions	Design initiatives, system access and security and digital technology

Prevention and Inclusion, Safer Community (Integrity Office), Wellbeing Services, Communications, Learning & Teaching, Digital Education, Academic Services, and Library Learning Support Services	Psychological safety and evidence informed knowledge and capability building via training and education, communications, and student engagement
Safer Community (Integrity Office), Wellbeing Services, and Staff Wellbeing Connect	Provision of fair, psychologically safe, and trauma-informed support pathways for students and staff
Business Services, the Office of the Vice-Chancellor, SEI, Safer Community (Integrity Office), and Wellbeing Services	Ensuring student accommodation settings are safe, supported and fully compliant with the National Code, including monitoring safety risks, disclosures, and provider compliance. <i>Undertaken in collaboration with UniLodge and residential partners, including UDRH and Schools with placements</i>
ReGEN	Strengthening of evidence base and support of institutional learning
SEI, ReGEN, Data and Analytics, Information Services	Evidence collection, analysis, reporting, monitoring of progress, and evaluation of progress.

Table 2 Summary of responsibility scope by area

Engagement and reporting

Engaging with our community

Community engagement is vital to the success of this Plan. Our consultation approach will be informed by the EDI Strategy and Framework and *La Trobe Students as Partners Framework*.

Developed through extensive consultation with the La Trobe community, these strengths-based, intersectional frameworks guide our approach to engagement and collaboration, ensuring our decision making and actions to foster an inclusive culture reflect the needs and voices of our community.

We will engage with students through the Student Council, Student Ambassadors program, Student leaders, clubs and societies, Student Union, and Student Association. We will engage with a network of consumer panels with consumer groups, including:

- ReGEN sexual violence lived-experience Think Tank
- Multicultural Health Inclusion Group
- Rural Health Consumer Panel
- Care Economy Research Institute
- Australian Research Centre in Sex, Health and Society.

Tracking our progress

La Trobe recognises that the success of this Plan cannot be measured by numbers alone. By combining qualitative insights with measurable data, we can capture both the scale and depth of change. We will synthesis and analysis multiple data sources, including:

- **National data sources** such as the *National Community Attitudes Survey*, *National Student Safety Survey*, *Anti-Racism Survey*, *Quality in Learning and Teaching* (“QILT”) surveys (*Student Experience Survey*, *Graduate Outcomes Survey*, and *Employer Satisfaction Survey*), *Good Universities Guide*, and retention rates
- **Institutional data sources**, including enterprise action plan monitoring, service performance and monitoring (including localised student satisfaction surveys), accommodation safety feedback and disclosures data, Career Ready Advantage student completion rates, and La Trobe demographic data
- **Equity and inclusion indicators**, including staff and student experience surveys, Workforce Gender Equality Agency (“WGEA”) compliance data, and *Gender Equity Act* (Vic) reporting (*Workforce Gender Audit* and *Gender Equality Employee Experience Survey*⁴²)
- **La Trobe research**, including research by ReGEN.

Ensuring continual improvement

The ReGEN and Prevention and Inclusion partnership is a sector-leading collaboration between researchers, academics, practitioners, technical and subject matter experts, and the La Trobe community. This collaboration builds on the innovative embedded researcher model piloted through the *Living at La Trobe* project, which aims to prevent sexual violence in residences. A key component of this collaboration is the embedded researcher model, which ensures knowledge generated “on the ground” is contextually relevant, actionable, and easily integrated into practice.

This model supports an improved approach to data collection, monitoring, and evaluation, and facilitates the development of shared indicators of success. This approach will strengthen our understanding of emerging needs, trends, and challenges in gender-based violence prevention and response, leading to better outcomes for the La Trobe community.

Through this partnership, La Trobe ensures:

- **Design and development are evidence-informed**, with each iteration guided by data and impact.
- **Monitoring and evaluation are embedded and sustainable**, going beyond “does it work?” to “why, how, and for whom?”

⁴² Gender Equality Employee Survey (n30)

- **Leadership and governance are informed by evidence**, supporting transparency and accountability.
- **Structures, cultures, policies, and planning respond to evidence**, enabling systemic prevention and response.
- **Training and education build workforce capability**, while staff and students are informed, mobilised, and engaged.

Through this partnership, we will implement a continuous ‘design, feedback, review’ cycle to adapt the Plan as circumstances evolve, strengthening effectiveness and responsiveness⁴³.

Embedding and activating our Plan

Communication, promotion, storytelling and sharing are key determinants to the success of this Plan. La Trobe University will publish this Plan as an indication – to the higher education sector and to our community – that the Plan is in place, is actively being put into action, and is a priority to be implemented across La Trobe.

To effectively embed and activate the plan, La Trobe will move beyond endorsement and embed it as an integral part of everyday business practice: the ‘way we do things at La Trobe’. To do so, we will commit to:

- Clear and regular multi-channel communication of the Plan’s purpose, requirements and transparent and meaningful ways to become involved
- Actively monitoring and mitigating gender-based violence risks in the La Trobe community and in communication with the community
- Integrating and promoting actions into existing La Trobe capabilities, systems, digital platforms, policies and procedures
- Promoting and providing ongoing training, education and support to staff and students
- Celebrating stories of impact and progress
- Platforming students and people with lived experience
- Publishing a Respect Outcomes Framework report to the community annually
- Publishing academic peer-reviewed research and papers and presenting at research and sector conferences and practice forums.

⁴³ Micken, S., & Coates, D. (2020). Embedded researchers in Australia: Survey of profile and experience across medical, nursing and midwifery and allied health disciplines. *Journal of Clinical Nursing*, 31(3–4), 417–426.
<https://doi.org/10.1111/jocn.15593>, p.4

Authorisations

Gender Equality Action Plan

Name and tenure:	Gender Equality Action Plan 2021-2025, with next iteration covering 2026-2030.
Authorising agency:	Victorian Commission for Gender Equality in the Public Sector
Revision commitments:	<p>The next scheduled Action Plan 2026 – 2030 is reportable to the Victorian Commission for Gender Equality in the Public Sector on 1 May 2026, in compliance with the Victorian Gender Equality Act</p> <p>This will be submitted to the Regulator following the compliance notice</p>

Annex One: Our Actions

Standard 1 Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to gender-based violence

Each action is positioned to strengthen institutional safety systems, ensure compliance and maintain executive oversight through existing governance and reporting channels. To meet our commitments under the National Code, La Trobe will:

Action No.	Relevant Code Clause	Action	Accountability and responsibility	In collaboration with	Delivery in	Resources
1.1	1.1, 1.2	With executive leadership from the Vice-Chancellor, embed National Code oversight into existing governance structures (EDI Committee and Health and Safety Committee) to ensure alignment of all standards and reporting requirements.	ACCOUNTABLE: Vice-Chancellor RESPONSIBLE: Deputy Vice-Chancellor (Academic)	Prevention and Inclusion	Q1 2026	Incorporated within the existing accountable and responsible portfolio budgets
1.2	1.2	Enhance governing-body expertise and oversight for student and staff safety, wellbeing, and gender-based violence (GBV) prevention by ensuring Council and Academic Board includes relevant expertise, including formalising mechanisms for accessing specialist advice through Prevention and Inclusion, Wellbeing Services, and People and Culture.	ACCOUNTABLE: Vice-Chancellor RESPONSIBLE: Director, Student Engagement Inclusion	Prevention and Inclusion; Wellbeing Services; People and Culture; Health and Safety; Business Services	Q1 2026	Incorporated within the existing accountable and responsible portfolio budgets

1.3	1.2, 1.4(a-m)	Embed National Code compliance oversight within SEG, Health and Safety Committee, EDI Committee, Academic Board, and La Trobe Council cycles.	ACCOUNTABLE: Vice-Chancellor RESPONSIBLE: Deputy Vice-Chancellor (Academic)		Q2 2026	Incorporated within the existing accountable and responsible portfolio budgets
1.4	1.7, 6.5	Design and build the institutional Respect Outcomes dashboard to visualise and track the key indicators defined in the Outcomes Framework. The dashboard will support SEG, Council and Office of Vice-Chancellor reporting cycles and enable transparent monitoring of prevention, response and safety indicators.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	ReGEN and Respect @ La Trobe partnership; Data and Analytics; Information Services	Q1 2027	Incorporated within the existing accountable and responsible portfolio budgets
1.5	1.4(g-k), 2.3	Review and align institutional policies to ensure intersectional, trauma- and violence-informed practice, incorporating Positive Duty mapping and formalisation work	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Director, Wellbeing and Inclusion People and Culture	Assurance – Policy; Prevention and Inclusion	Q1 2026	Incorporated within the existing accountable and responsible portfolio budgets
1.6	1.4(h), 6.6	Co-develop an enterprise-wide LGBTQIA+ Pride Action plan with staff and students	ACCOUNTABLE: Deputy Vice-Chancellor Academic RESPONSIBLE: Director, Student Engagement Inclusion	EDI; Prevention and Inclusion	Q1 2027	Incorporated within the existing accountable and responsible

						portfolio budgets
1.7	1.4(h), 2.5, 3.1(c), 3.6	Implement this Plan in coordinated conjunction with the Indigenous Strategy, Universal Design and Inclusion Action Plan, Anti-Racism Action Plan, Gender Equality Action Plan and forthcoming LGBTQIA+ Pride Plan	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	Prevention and Inclusion	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets
1.8	1.8	Provide the Plan and Outcomes Framework to the Secretary by the initial reporting date and every four years thereafter. The Plan includes a systemic review and analysis and is informed by the University's analysis of data reported under Standard 6	ACCOUNTABLE: Vice Chancellor RESPONSIBLE: Director, Student Engagement Inclusion	Prevention and Inclusion, Safer Community (Integrity Office), Student Wellbeing Connect, Staff Wellbeing, Data and analytics, People and Culture	Q1 2026	Incorporated within the existing accountable and responsible portfolio budgets
1.9	1.9	Commencing after the initial reporting date, report to the Corporate Governance, Risk, Internal Audit and Safety Committee (Council Sub-Committee) every six months against the Outcomes Framework including de-identified data on incidents of gender-based violence experienced by students and staff since the last report and identification of trends.	ACCOUNTABLE: Vice Chancellor RESPONSIBLE: Deputy Vice-Chancellor (Academic)	Prevention and Inclusion, Safer Community (Integrity Office) Student Wellbeing Connect, Staff Wellbeing, Data and Analytics, Health and Safety	Q2 2026	Incorporated within the existing accountable and responsible portfolio budgets

1.10	1.10	Commencing after the initial reporting date, La Trobe University Vice Chancellor will provide to the Secretary, every two years, a report on the Plan and Outcomes Framework	ACCOUNTABLE: Vice Chancellor RESPONSIBLE: Deputy Vice-Chancellor (Academic)	Prevention and Inclusion, Safer Community (Integrity Office), Student Wellbeing Connect, Staff Wellbeing, Data Analytics, People and Culture	Q1 2028	Incorporated within the existing accountable and responsible portfolio budgets
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Standard 2 Environments are safe, and systems continuously improve to prevent and respond to gender-based violence

Each action is focused on strengthening La Trobe's recruitment, compliance and safety systems, ensuring our policies, declarations and environments support a safe and respectful university. To meet our commitments under the National Code, La Trobe will:

Action No.	Relevant Code Clause	Action	Accountability and responsibility	In collaboration with	Delivery in	Resources
2.1	2.1(a)	Ensure ongoing Working With Children Check (WWCC) and establish mechanisms to manage immediate safety concerns	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Director Workplace Relations	People and Culture; Workplace Relations; Assurance Placements Team (OPV) and Ethics, Integrity & Biosafety (DVCRIE)	Q2 2026	Incorporated within the existing accountable and responsible portfolio budgets
2.2	2.1(b-e), 2.8	Collect and monitor mandatory gender-based violence declarations made by prospective staff and Governing Body nominees (through employment applications, appointment, and engagement forms) and prohibit the use of non-disclosure Agreement, unless requested by a Discloser.	ACCOUNTABLE: Chief Operating Officer and Vice President (Operations) RESPONSIBLE: Director Workplace Relations	Workplace Relations; Talent Acquisition and Remuneration; People and Culture	Q3 2026	Incorporated within the existing accountable and responsible portfolio budgets

2.3	2.1(b–e), 2.2 (b), 2.3, 2.4	<p>Undertake a coordinated University-wide program of policy and procedure update to ensure full alignment with National Code requirements across recruitment, declarations, conflict of interest, promotions, reappointments and governance appointments, to ensure requirements are met from commencement of the National Code on 1 January 2026, with enhancements progressed through 2026 including:</p> <ul style="list-style-type: none"> • Update all employment, contractor, affiliate, volunteer, and governance forms to include mandatory gender-based violence declaration questions (Q2 2026). • Develop a standard procedure for panels to assess declarations (Q3 2026). • Clarify escalation by requiring People and Culture to review positive declarations and consider risk before confirming offers or nominations (Q3 2026). • Update promotion and reappointment policies to consider confirmed gender-based violence findings, consistent with duty of care (Q4 2026). • Embed Conflict-of-Interest Management Plan for intimate relationships with power imbalance in teaching, research, and leadership contexts (Q3–Q4 2026). • Confirm with Legal if policy updates require consultation with unions, Academic Board, or University Council (Q2 2026). 	<p>ACCOUNTABLE: Chief Operating Officer</p> <p>RESPONSIBLE: Director Workplace Relations</p>	People & Culture; Assurance; Deputy Vice-Chancellor (Research & Innovation)	Q4 2026	Incorporated within the existing accountable and responsible portfolio budgets
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		<ul style="list-style-type: none"> Update and implement a trauma-informed, accessible Gender-based Violence Prevention & Response Policy in clear English with multilingual elements (Q1 2026). Note: Standard 2.5 requires providers to develop, implement and regularly review a policy on preventing and responding to gender-based violence. The policy must be reviewed at least every three years and must be developed and reviewed with engagement from key groups. 				
2.4	2.6	Update the Conflict of Interest Policy to ensure alignment with National Code requirements and compliance processes for declaring intimate relationships involving a power imbalance (staff–staff and staff–student).	<p>ACCOUNTABLE: Chief Operating Officer</p> <p>RESPONSIBLE: Director, Wellbeing and Inclusion People and Culture</p>	<p>Talent Acquisition and Remuneration; Workplace Relations; Heads of School; Heads of Division; Quality and Standards; Deputy Vice-Chancellor (Research & Innovation)</p> <p>Pro Vice-Chancellor (Research Training</p>	Q2 2026	Incorporated within the existing accountable and responsible portfolio budgets
2.5	2.2(b)	Ensure consistent University-wide use of the Conflict of Interest Management Plan template for alternative teaching, research, or	ACCOUNTABLE: Chief Operating Officer	Talent Acquisition and Remuneration; Workplace Relations; Heads of School; Heads of	Q3 2026	Incorporated within the existing accountable and

		supervisory arrangements, as required by the Conflict of Interest Policy.	RESPONSIBLE: Director, Wellbeing and Inclusion People & Culture	Division; Academic Board Secretariat; Quality and Standards; Deputy Vice-Chancellor (Research & Innovation) Pro-Vice Chancellor (Research Training)		responsible portfolio budgets
2.6	2.1(e)	Activate immediate safety measures for any staff or non-employee posing a material gender-based violence risk, including interim actions, redeployment, or removal from duties, and improve communication, trend tracking, and reporting, as required by the Workplace Behaviours Policy.	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Director, Wellbeing and Inclusion People & Culture	Talent Acquisition and Remuneration; Workplace Relations; Safer Community (Integrity Office); Integrity Office	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets
2.7	2.2(b)	Establish and centrally maintain a University-wide register of gender-based violence declarations and Conflict of Interest management plans with clear ownership, governance oversight, and monitored annually	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Director, Wellbeing and Inclusion People and Culture;	Talent Acquisition and Remuneration; Workplace Relations; Office of Vice-Chancellor; Integrity Office; Quality and Standards	Q4 2027	Develop as BAU activity, funded from within Operations portfolio
2.8	2.2(b)	Strengthen campus safety infrastructure through enhanced CCTV coverage, regular system auditing, and improved duress and	ACCOUNTABLE: Chief Operating Officer	Campus Security; Campus Safety; Safer Community (Integrity Office);	Q3 2027	Existing funded stream within

		alert mechanisms, ensuring timely and reliable safety responses across all campuses.	RESPONSIBLE: Director, Infrastructure and Operations	Wellbeing Services; Information Services		infrastructure and security
2.9	3.6	Undertake staged design and implementation of all-gender toilets across all campuses, embedding best-practice safety, privacy and accessibility features. This includes incorporating safety-centred design principles into all University infrastructure projects to ensure that spaces reflect and respond to the safety needs of our diverse communities.	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Executive Director Asset Transformation, Associate Director Accommodation Development		Q4 2027	Existing funded stream within the capital works program

Standard 3 Build knowledge and capability to safely and effectively prevent and respond to gender-based violence

Each action is designed to build confidence, competence, and accountability—linking prevention, response, and evaluation so that education efforts remain coordinated, evidence-informed, and sustainable over time. To support this, all prevention, early-intervention and disclosure-response-recovery programs are evaluated for reach, relevance, effectiveness and impact, with findings informing ongoing improvements to training and capacity building across La Trobe University.

Action No.	Relevant Code Clause	Action	Accountability and responsibility	In collaboration with	Delivery in	Resources
3.1	3.1(a-h)	Conduct a whole-of-university audit of prevention and training programs to map coverage of the eight Code learning outcomes across students, staff, leadership and placement and residential settings.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	Digital Learning, School-based Placement teams (Work Based Learning); Placement Operations Work Based Learning Coordinators Pro-Vice Chancellor (Research Training) /RED	Q2 2026	Incorporated within the existing accountable and responsible portfolio budgets
3.2	3.1(a-h)	Redevelop the student Respectful Behaviour and Culture eLearn module to ensure trauma-informed, culturally safe and accessible design. This action builds on the <i>Sexual Harm Prevention and Response Action Plan</i> - Respectful Behaviour and Culture Student Module	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	Academic Services; Student Administration; Education Services; Research Education and Development (RED)	Q4 2027	Existing funded stream within Prevention and Inclusion

3.3		Ensure all commencing students complete mandatory eLearn Respectful Behaviour and Culture module. This action builds on the <i>Sexual Harm Prevention and Response Action Plan</i> Respectful Behaviour and Culture Student Module	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director Student Administration	Academic Services; Prevention and Inclusion; Research Education and Development (RED); Graduate Research School (GRS)	Q4 2027	Existing funded stream through Prevention and Inclusion
3.4	3.1, 3.2, 3.8	Ensure student leaders complete Mandatory Responding to Disclosures of Gender Based Violence annually	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Administration	Academic Services; Prevention and Inclusion Pro-Vice Chancellor (Research Training)/GRS	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets
3.5	3.1, 3.5	Conduct annual evaluation of all gender-based violence prevention and response training modules and use findings—along with National Code and legislative requirements—to review, update and improve training content each year.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	ReGEN Respect @ La Trobe partnership; Digital Analytics; Prevention and Inclusion; People and Culture; Research Education and Development (RED)	Q4 2026	Incorporated within the existing accountable and responsible portfolio budgets
3.6	3.8, 3.17	Identify all staff, student leaders and academic supervisors who may receive disclosures or undertake investigation/disciplinary functions and establish a structured refresher training cycle—annual refreshers for disclosure-receiving roles and three-yearly refreshers for investigation/disciplinary roles—	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Director, Wellbeing and Inclusion, People & Culture	Prevention and Inclusion; Wellbeing Services	Q4 2026	Existing funded stream within Prevention and Inclusion

		ensuring training remains person-centred and trauma-informed. This action builds on the <i>Sexual Harm Prevention and Response Action Plan</i> - Scaffolding Responding to Disclosure of Sexual Harm Training				
3.7	3.8	Ensure all staff complete Preventing and Responding to Gender-Based Violence mandatory eLearn module on commencement and then annually	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Director, Wellbeing and Inclusion People & Culture	Learning and Tech Support	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets
3.8	3.8	Deliver Responding to Disclosures of Gender-Based Violence training to student leaders and ensure they undertake ongoing education	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Senior Manager, Prevention and Inclusion	Pro-Vice Chancellor (Research Training)/GRS	Q4 2027	Existing funded stream within Prevention and Inclusion
3.9	3.8	Deliver Responding to Disclosures of Gender Based Violence training to designated staff, and ensure they undertake ongoing education	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Senior Manager, Prevention and Inclusion		Q4 2027	Existing funded stream within Prevention and Inclusion

3.10	3.8, 2.3	Update training requirements for staff and student leaders in relevant policies and employment documents	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Director, Wellbeing and Inclusion People & Culture	Prevention and Inclusion	Q4 2026	Incorporated within the existing accountable and responsible portfolio budgets
3.11	3.10	Develop and implement an evaluation framework to assess training reach, relevance, and impact, including participant confidence and behavioural outcomes.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	ReGEN Respect partnership; Wellbeing Services; People and Culture; Data and Analytics; Prevention and Inclusion	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets
3.12	3.14, 3.18	Define core competencies for staff conducting investigations, risk assessments and case management under the Code; embed into position descriptions and performance frameworks. Ensure this staffing group complete Multi-Agency Risk Assessment and Management (MARAM) Intermediate Victim Survivor and Adults Using Violence training every three years.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Integrity Office	Safer Community (Integrity Office); People and Culture; Staff Wellbeing Connect; Wellbeing Services	Q2 2026	Incorporated within the existing accountable and responsible portfolio budgets
3.13	3.15, 3.17,	Establish a specialist panel to provide gender-based violence-related investigation and risk	ACCOUNTABLE: Deputy Vice-Chancellor (Academic)	Safer Community (Integrity Office); Health and Safety; Wellbeing	Q4 2027	Develop as BAU activity, funded from within

	3.18, 3.9(d)	assessment expertise where internal capability is insufficient. Strengthen internal capability through training, education and support to ensure consistent risk identification, assessment, and control across the University. The specialist panel will meet Code requirement 3.9(d) as an accredited specialist, specialist organisation, or individual with expertise in responding to gender-based violence.	RESPONSIBLE: Director, Integrity Office	Services; Legal Services; Prevention and Inclusion		Academic portfolio
3.14	3.5	Continue to implement university wide social marketing campaign focused on prevention of gender-based violence. Campaign reviewed every three years informed by evaluation. This action builds on the <i>Sexual Harm Prevention and Response Action Plan</i> -Whole of University campaign	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director Student Engagement Inclusion	Prevention and Inclusion; Student Communications; Wellbeing Services; Safer Community (Integrity Office); ReGEN Respect partnership	Q4 2027	Existing funded stream within Prevention and Inclusion
3.15	3.1(a–h), 3.5, 3.8	Embed gender equality and ethical-bystander capability within existing curriculum and student-facing prevention education, including refinement of the Respectful Behaviour and Culture module and development of creative, student-informed resources to promote programs. This action builds on the <i>Sexual Harm Prevention and</i>	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director Student Engagement Inclusion	Learning and Teaching; Digital Education; Student Communications; Prevention and Inclusion External collaboration with Our Watch.	Q4 2027	Existing funded stream within Prevention and Inclusion

		<i>Response Action Plan - Gender Equality and Bystander Intervention Program.</i>				
3.16	3.1(c), 3.1(g-h)	Develop a specific prevention program with Indigenous students. This action builds on the <i>Sexual Harm Prevention and Response Action Plan</i> - Indigenous-led, culturally tailored prevention education for Indigenous students.	ACCOUNTABLE: Pro Vice-Chancellor (Indigenous) RESPONSIBLE: Deputy Director Indigenous Student Success	Prevention and Inclusion; Department of Psychology; Counselling and Therapy	Q4 2027	Existing funded stream within Indigenous Student Services
3.17	3.3(e)	Co-develop an LGBTQIA+ eLearn module to increase staff and student understanding and promote inclusion	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	EDI	Q4 2026	Existing funded stream within Student Engagement & Inclusion and Equity, Diversity & Inclusion
3.18	3.1(a-h). 3.5, 3.8	Conduct training for graduate research supervisors and candidates, implementing the Australian Council of Graduate Research (ACGR) Respectful Relationships resources.	ACCOUNTABLE: Deputy Vice-Chancellor (Research and Innovation) RESPONSIBLE: Director, RED Team	School Directors of Graduate Research; Associate Deans, Research & Industry Engagement (ADRIEs); Pro-Vice Chancellor (Research Training); Graduate Research School (GRS)	Q4 2026	Incorporated within the existing accountable and responsible portfolio budgets

Standard 4 Responses and support services are safe and person-centred

Each action is designed to build a more consistent, trauma-informed response system where students and staff receive safe, timely and person-centred support. To meet our commitments under the National Code, La Trobe will undertake the following actions.

Action No.	Relevant Code Clause	Action	Accountability and responsibility	In collaboration with	Delivery in	Resources
4.1	4.1	Conduct a whole-of-university review of current support, response and referral pathways to ensure trauma-informed, person-centred, and culturally safe practice across staff and student services. Ensure relevant policies reflect pathways and services accurately.	ACCOUNTABLE: Deputy Vice Chancellor (Academic) RESPONSIBLE: Director, Wellbeing Services	Prevention and Inclusion; People and Culture; Pro-Vice Chancellor (Research Training)/Graduate Research School (GRS)	Q2 2026	Incorporated within the existing accountable and responsible portfolio budgets
4.2	4.2, 4.6, 4.7	Develop a unified protocol which ensure expertise are embedded and which outlines referral, safety planning and academic/work adjustment pathways for both disclosers and respondents.	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Director, Wellbeing and Inclusion People & Culture	Wellbeing Services; Student Advising (Accessibility); Prevention and Inclusion	Q3 2026	Incorporated within the existing accountable and responsible portfolio budgets
4.3	4.3	Develop a trauma-informed digital hub for students and staff that centralises gender-based violence support resources, reporting pathways, and policies in accessible, plain-English and translated formats. This development will be aligned with ongoing	ACCOUNTABLE: Deputy Vice-Chancellor (Academic)	Wellbeing Services; Safer Community (Integrity Office); People and Culture; Web and Digital Experience;	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets

		website transformation projects (e.g. a centralised support hub for students) to ensure consistent branding, navigation and user experience across LTU's digital ecosystem.	RESPONSIBLE: Director, Student Engagement Inclusion & Director, Media and Communications	Digital Marketing; Prevention and Inclusion; Information Services; Graduate Research School (GRS)/Research Education and Development (RED)		
4.4	4.4	Standardise GBV MARAM risk assessment templates and workflows across Wellbeing Services, Safer Community (Integrity Office), and Health & Safety, ensuring ongoing monitoring and escalation pathways.	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Senior Manager, Health and Safety	Safer Community (Integrity Office); Wellbeing Services; Prevention and Inclusion	Q2 2026	Incorporated within the existing accountable and responsible portfolio budgets
4.5	4.5	Create and build a case management system and documentation standard that records how staff disclosers' views were sought, considered, and acted upon in determining safety measures.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Integrity Office	Safer Community (Integrity Office); Wellbeing Services; Workplace Relations; Staff Wellbeing Connect; Legal Services; Data and Analytics	Q3 2026	Incorporated within the existing accountable and responsible portfolio budgets
4.6	4.8	Establish clear protocols separating staff assigned to disclosers and respondents and	ACCOUNTABLE: Deputy Vice-Chancellor (Academic)	Safer Community (Integrity Office); Wellbeing Services;	Q4 2026	Incorporated within the existing accountable and

		record verification of this separation in case files.	RESPONSIBLE: Director, Integrity Office	Staff Wellbeing Connect; People and Culture; Legal Services; Data and Analytics		responsible portfolio budgets
4.7	4.6, 4.7	Introduce a standardised support-plan template for disclosers and respondents, incorporating interpreter use, accessibility needs, and ongoing review triggers.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Integrity Office	Safer Community (Integrity Office); Wellbeing Services; Staff Wellbeing Connect; Prevention and Inclusion	Q4 2026	Incorporated within the existing accountable and responsible portfolio budgets
4.8	4.9	Establish a monitoring and evaluation cycle (every three years) to assess support service accessibility, timeliness, and effectiveness; findings to inform continuous improvement.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	Safer Community (Integrity Office); Staff Wellbeing Connect; Student Advising (Accessibility); Data and Analytics; Prevention and Inclusion	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets
4.9	4.9, 4.11	Test the ReGEN service feedback model with students and staff who access GBV-related support services.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	ReGEN Respect partnership; Wellbeing Services; Staff Wellbeing Connect; Safer Community (Integrity Office); Data and Analytics; Prevention and Inclusion	Q4 2026	Incorporated within the existing accountable and responsible portfolio budgets

4.10	4.1, 4.9	Ensure governance oversight through Senior Executive Group and sub-committees and La Trobe Council to receive regular reporting on the Outcomes Framework and relevant data.	ACCOUNTABLE: Vice-Chancellor RESPONSIBLE: Office of Vice-Chancellor	Prevention and Inclusion; Data Analytics; ReGEN and Respect @ La Trobe partnership; Safer Community (Integrity Office); Wellbeing Services	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets
4.11	4.1, 4.9	Co-develop a suicide post and prevention action plan for the university	ACCOUNTABLE: Deputy Vice-Chancellor Academic RESPONSIBLE: Director, Wellbeing Services	Prevention and Inclusion; Safer Community (Integrity Office); Staff Wellbeing Connect	Q4 2026	Existing funded stream within Wellbeing Services

Standard 5 Gender-based violence responses are safe and timely

Each action is designed to strengthen La Trobe University's safe, consistent, timely and fair reporting and investigation practices. To meet our requirements under the National Code, La Trobe University will undertake the following actions.

Action No.	Relevant Code Clause	Action	Accountability and responsibility	In collaboration with	Delivery in	Resources
5.1	5.1-5.5	Map and consolidate all disclosure and formal report pathways (students, staff, and third parties) to ensure consistent intake, triage, and confidentiality processes across Safer Community (Integrity Office), Wellbeing Services, and People & Culture to ensure requirements are met from commencement of the National Code with enhancements progressed through 2026.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Integrity Office	Safer Community (Integrity Office); Wellbeing Services; Staff Wellbeing Connect; People and Culture; Graduate Research School (GRS)	Q2 2026	Incorporated within the existing accountable and responsible portfolio budgets
5.2	5.5	Review and enhance existing online guidance describing all reporting and disclosure options, confidentiality principles, and third-party rights.	ACCOUNTABLE: Deputy Vice-Chancellor Academic RESPONSIBLE: Director, Integrity Office Safer Community (Integrity Office)	Student Communications; Staff Communications; Wellbeing Services; Staff Wellbeing Connect; Web and Digital Experience; Digital Marketing	Q3 2026	Incorporated within the existing accountable and responsible portfolio budgets

5.3	4.7	Enhance the central triage mechanism which is overseen by trauma-informed and trained specialists. To manage disclosures and referrals, ensuring proportionate and safe responses.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Integrity Office	Safer Community (Integrity Office); Wellbeing Services; Staff Wellbeing Connect; Workplace Relations	Q3 2026	Incorporated within the existing accountable and responsible portfolio budgets
5.4	5.7	Develop written procedural templates to document discloser consultation before investigations commence, ensuring informed consent and safety assessment are recorded.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director Workplace Relations & Director Talent Acquisition and Remuneration	Safer Community (Integrity Office); Staff Wellbeing Connect; Wellbeing Services; Business Services; Legal Services	Q4 2026	Incorporated within the existing accountable and responsible portfolio budgets
5.5	5.15	Embed Code-aligned timelines and written notification processes into investigations where staff are alleged perpetrators (45-day investigation completion; same-day written notice to both parties). Where workplace relations investigations involving staff respondents are managed by Talent Acquisition and Remuneration & Workplace Relations, and associated data is included in institutional reporting	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Director Workplace Relations & Director Talent Acquisition and Remuneration	Integrity Office; Office of Vice-Chancellor; People and Culture; Data and Analytics	Q1 2027	Incorporated within the existing accountable and responsible portfolio budgets

5.6	5.15	Establish an escalation and oversight protocol for investigations approaching or exceeding 45 business days, including notification to SEG or the Vice-Chancellor.	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Director Workplace Relations & Director Talent Acquisition and Remuneration	Integrity Office; Office of Vice-Chancellor; People and Culture	Q1 2027	Incorporated within the existing accountable and responsible portfolio budgets
5.7	5.1-5.12	Review and align all investigation and disciplinary templates to ensure procedural fairness, proportional sanctions, and written outcome notifications (including appeal and complaint rights).	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Integrity Office	People and Culture; Talent Acquisition and Remuneration; Workplace Relations; Legal Services	Q2 2027	Incorporated within the existing accountable and responsible portfolio budgets
5.8	4.6, 4.7, 4.9	Introduce a standard tracking system for case timelines and outcomes (including investigations, appeals, and sanctions), integrated into institutional reporting for Standards 6 and 7.	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Chief Data and Analytics Officer	Integrity Office; Safer Community (Integrity Office); Talent Acquisition and Remuneration & Workplace Relations; Office of Vice-Chancellor	Q2 2027	Incorporated within the existing accountable and responsible portfolio budgets
5.9	4.7	Implement Intermediate Victim Survivor and Adults Using Violence MARAM training for all investigators, case managers, and decision-makers on trauma-informed and procedural-fairness principles. Including Integrity team, Wellbeing Services, People &	ACCOUNTABLE: Chief Operating Officer	Integrity Office; Safer Community (Integrity Office); Wellbeing Services; Talent Acquisition and Remuneration;	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets

		Culture; Talent Acquisition and Remuneration; Workplace Relations and Business Partners. Aligned with action 3.12	RESPONSIBLE: Director Wellbeing and Inclusion People & Culture	Workplace Relations		
5.10	6.2	5.10 Develop post-case review and feedback mechanisms for continuous improvement of investigation processes and participant experience.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Integrity Office	Workplace Relations; Wellbeing Services; Staff Wellbeing Connect	Q4 2027	Existing funded stream within Safer Community (Integrity Office) and Workplace Relations

Standard 6 Use evidence to approach, measure change and contribute to the national evidence-base

Each action is designed to progressively build coherent evidence informing infrastructure that supports compliance, transparency, and continuous improvement in preventing and responding to gender-based violence.

Action No.	Relevant Code Clause	Action	Accountability and responsibility	In collaboration with	Delivery in	Resources
6.1	6.2, 6.5, 6.6	Establish a central Monitoring, Evaluation & Learning (MEL) framework to govern collection, analysis, and reporting of gender-based violence data across the University.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	ReGEN Respect partnership; Data and Analytics; Office of Vice-Chancellor; Integrity Office; Safer Community (Integrity Office); Prevention and Inclusion	Q2 2026	Incorporated within the existing accountable and responsible portfolio budgets
6.2	6.2	Develop an institution-wide unified data collection and reporting system integrating process data, deidentified incident and case-management data, deidentified demographic, enrolment and service-engagement data, placement accommodation data (including disclosures, location-based risks and student safety feedback), data quality processes, and other relevant student and staff service units.	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Chief Data and Analytics Officer	Prevention and Inclusion; Information Services; Wellbeing Services; Safer Community (Integrity Office); Business Services; Academic Services; People & Culture; Legal Services; Placement Operations & WBL Coordination; La Trobe Rural Health School; Placement teams across schools (WBL/clinical placements)	Q4 2026	Incorporated within the existing accountable and responsible portfolio budgets

6.3	6.4, 7.8	Align data sharing agreements and governance protocols with UniLodge (as the University's contracted accommodation provider). For affiliated colleges and other accommodation providers outside Business Services' remit, develop a separate institutional protocol (led by the appropriate portfolio) to support secure, consistent, and timely reporting. Include system dependencies, contractual requirements, and Privacy review in both streams of work.	<p>ACCOUNTABLE: Chief Operating Officer</p> <p>RESPONSIBLE: (a) Associate Director, Business Services—For UniLodge;</p> <p>(b) Dean Rural Health School (for hospitals-part of University Department of Rural Health);</p> <p>(c) Executive Director Procurement Business Services for affiliated colleges and other accommodations</p>	Dept of Rural Health Legal Services; Data and Analytics; Information Services;	Q1 2026 with periodic reviews aligned to contract renewal cycles and privacy requirements.	Incorporated within the existing accountable and responsible portfolio budgets
6.4	6.5, 6.11	Create an institutional dashboard to track key GBV metrics (e.g., disclosures, investigations, training completion, engagement reach, satisfaction scores).	<p>ACCOUNTABLE: Deputy Vice-Chancellor (Academic)</p> <p>RESPONSIBLE: Director, Student Engagement Inclusion</p>	ReGEN Respect partnership; Data and Analytics; Office of Vice-Chancellor; Prevention and Inclusion	Q1 2027	To be delivered within the same data visualisation and MEL investment as Actions 1.5, 6.1 and 6.2, rather than as a separate dashboard build.
6.5	6.8	Develop standardised tools for engagement reporting (e.g., participant numbers,	ACCOUNTABLE: Deputy Vice-Chancellor (Academic)	ReGEN Respect partnership; Digital	Q4 2026	Incorporated within the existing accountable and

		demographics, satisfaction ratings) across all education and consultation activities.	RESPONSIBLE: Director, Student Engagement Inclusion	Marketing; Institutional Survey; Data and Analytics		responsible portfolio budgets
6.6	6.9, 6.11	Enhance existing student and staff surveys by embedding biennial questions on awareness of reporting pathways, confidence in accessing support, and understanding of available services—avoiding duplication with NSSS and drawing on insights from the ReGEN Safety Audit model. For UniLodge, work with Business Services to incorporate aligned items into the annual resident survey.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	ReGEN Respect partnership; Wellbeing Services; Safer Community (Integrity Office); Equity, Diversity and Inclusion; People & Culture; Data and Analytics; UniLodge/Business Services; Institutional Survey and Data and Analytics; Prevention and Inclusion	Q1 2027	Incorporated within the existing accountable and responsible portfolio budgets
6.7	6.12, 6.13, 6.14	Following a data reporting cycle and submission process to meet annual Department of Education Secretary requirements, including de-identified trend analysis and systemic insights. Placement accommodation data—including disclosures, location-based safety risks and student safety feedback—will be incorporated into Standard 7 reporting streams and included	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	ReGEN Respect partnership; Data and Analytics; Wellbeing Services; Safer Community (Integrity Office); Staff Wellbeing Connect; Workplace Relations; Placement Operations & WBL Coordination; La Trobe Rural Health School; Prevention and Inclusion	First submission: 30 Jun 2027	Incorporated within the existing accountable and responsible portfolio budgets

		within Standard 6 annual evidence cycles to strengthen risk identification, trend analysis and continuous improvement.				
6.8	6.5, 1.11	Integrate MEL findings into the biennial review of the <i>Prevention and Response to Gender-based Violence Action Plan and Outcomes Framework</i> .	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement Inclusion	Prevention and Inclusion ReGEN Respect partnership; Office of Vice-Chancellor; Data and Analytics; Safer Community (Integrity Office); Wellbeing Services; People & Culture; Workplace Relations; Placement Operations & WBL Coordination; Placement teams across Schools	2027 onward, reviewed every two years	Incorporated within the existing accountable and responsible portfolio budgets
6.9	3.5, 3.6	Strengthen partnerships with La Trobe Schools and researchers to influence evidence-informed practice regarding sexual and reproductive health as it relates to gender-based violence	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement & Inclusion	Deans of Schools; Prevention and Inclusion; Wellbeing Services; People and Culture		Incorporated within the existing accountable and responsible portfolio budgets

Standard 7 Student accommodation is safe for all students and staff

Each action is designed to lift safety and wellbeing across all student accommodation settings to ensure providers meet their obligations required by the National Code and students feel supported where they live.

Action No.	Relevant Code Clause	Action	Accountability and responsibility	In collaboration with	Delivery in	Resources
7.1	7.1, 7.9, 7.10	Maintain and strengthen UniLodge contractual requirements to ensure full alignment with National Code obligations, including mandatory GBV declarations, annual training expectations, data-sharing and reporting, and risk-assessment procedures. Given the existing 3-year contract renewal cycle, establish a new annual GBV-specific compliance review with UniLodge, to be incorporated into contractual clauses and overseen jointly with Legal.	ACCOUNTABLE: Chief Operating Officer RESPONSIBILITY: Associate Director, Business Services	Legal Services; Office of Vice-Chancellor	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets
7.2	7.2	UniLodge GBV Action Plan is developed and shared with La Trobe University to ensure requirements are met from commencement on the National Code.	ACCOUNTABLE: Chief Operating Officer RESPONSIBILITY: Associate Director, Business Services	Associate Director, Business Services;	Q1 2026	Incorporated within the existing accountable and responsible portfolio budgets
7.3	7.3, 7.8	Through the whole-of-organisation governance and management groups functioning as per Action 1.2, receive,	ACCOUNTABLE: Vice-Chancellor			Incorporated within the existing accountable and

		review and report internally on data shared by UniLodge and other Student Accommodation Providers. This includes biannual updates on safety indicators and a full review of each provider's Prevention & Response Action Plan every four years.	RESPONSIBLE: Office of Vice-Chancellor			responsible portfolio budgets
7.4	7.3, 7.8	Introduce a biennial student-accommodation safety and wellbeing audit to assess physical safety, visibility of reporting pathways, and access to support services, with findings used to inform continuous improvement and governance reporting.	ACCOUNTABLE: Deputy Vice-Chancellor (Academic) RESPONSIBLE: Director, Student Engagement & Inclusion	Prevention and Inclusion; ReGEN Respect partnership; UniLodge; Business Services; People and Culture; Safer Community (Integrity Office); Wellbeing Services; La Trobe Rural Health School; Placements; OPV / Schools with clinical and work-based learning placements	Q3 2026	Incorporated within the existing accountable and responsible portfolio budgets
7.5	7.1(g), 7.7	Implement and monitor the 48-hour risk-assessment and support-plan protocol for disclosures within accommodation including accommodation settings students use during mandatory clinical placements or WIL activities, not owned	ACCOUNTABLE: Deputy Vice-Chancellor (Academic)	UniLodge; Wellbeing Services, Business Services; Integrity Office; OPV / Schools with	Q1 2026	Incorporated within the existing accountable and responsible portfolio budgets

		by the University but used as a direct requirement of course progression, using Safer Community (Integrity Office) guidance and trauma-informed principles.	RESPONSIBLE: Director, Integrity Office Safer Community (Integrity Office)	clinical and work-based learning placements		
7.6	7.4(b)	Strengthen UniLodge and other accommodation provider contracts by prohibiting the use of Non-Disclosure Agreements (NDAs) or non-disparagement clauses in relation to gender-based violence incidents, unless explicitly requested by the discloser. These requirements will be embedded in new contracts and confirmed during annual compliance reviews.	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: General Counsel and Director, Assurance Legal & Compliance & Business Services	Accommodation providers (including UniLodge and Rural Health School); Procurement Business Service Directorate	Q1 2026	Incorporated within the existing accountable and responsible portfolio budgets
7.7	7.1(h)	Develop clear removal and safety-management procedures for respondents following substantiated findings of gender-based violence, ensuring compliance with legal and duty-of-care obligations.	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Deputy Vice-Chancellor (Academic)	Assurance; UniLodge Residential Management; Safer Community (Integrity Office) Safer Community (Integrity Office); Business Services	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets
7.8	7.8, 6.2	Embed GBV data from accommodation settings into the central MEL system established under Standard 6.	ACCOUNTABLE: Chief Operating Officer RESPONSIBLE: Chief Data and Analytics Officer	ReGEN Respect partnership; Business Services; Safer Community (Integrity Office);	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets

				Wellbeing Services; UniLodge		
7.9	7.1(g), 7.7	Establish a Placement Accommodation Support Function to assist students – particularly international students – to identify and secure safe accommodation during mandatory clinical placements. Data generated through Action 7.9 will inform Action 6.8.	ACCOUNTABLE: Office of the Provost RESPONSIBLE: Executive Director, Operations	Safer Community (Integrity Office); Wellbeing Services; Placement Partnering and Operations; OPV / Schools with clinical and work-based learning placements	Q4 2026	Incorporated within the existing accountable and responsible portfolio budgets
7.10	7.1(g), 7.7	Develop a Placement Accommodation Safety Framework applying Standard 7 to all short-term clinical placement housing, including non-LTU settings. The Framework will set minimum GBV prevention, safety, reporting, and response requirements, and outline obligations for affiliation agreements, including declarations, incident reporting, and 48-hour risk assessments.	ACCOUNTABLE: Office of the Provost RESPONSIBLE: Executive Director, Operations	Student Engagement & Inclusion; Safer Community (Integrity Office); Legal Services; Placement Partnering and Operations; Business Services; OPV / Schools with clinical and work-based learning placements	Q4 2027	Incorporated within the existing accountable and responsible portfolio budgets
7.11	7.9	Develop and publish an Approved Placement Accommodation Register for rural and regional clinical placement sites.	ACCOUNTABLE: Office of the Provost	Safer Community (Integrity Office) Accommodation	Q4 2027	Incorporated within the existing accountable and

		This register will include accommodation options screened against Standard 7.	RESPONSIBLE: Executive Director, Operations	Services; La Trobe Rural Health School Executive Officer; LRHS Associate Dean – Academic Partnerships; OPV / Schools with clinical and work-based learning placements		responsible portfolio budgets
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Annex Two: Our Outcomes

The Outcomes Framework will guide the Prevention & Inclusion team in utilising internal and external data to track progress, assess risk and opportunity, and understand the impact. This will contribute to building the evidence of whole-of-university change. Our framework will be reviewed and strengthened following the launch of the ReGEN Respect partnership in 2026.

Standard	Process indicator	Impact Indicators	Measures (of impact or progress)	Measurement tool
Standard 1: Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to gender-based violence	Regular GBV oversight incorporated into SEG and Council agendas	Council and SEG oversight of GBV prevention & response	GBV appears as a standing or regular item in SEG and Council documentation	Current Council & SEG meeting minutes and reporting schedules
	Clear governance, roles and accountabilities across all Standards	Action owners recorded and centrally tracked	Organisational clarity and alignment maintained	Action register (Excel/SharePoint)
	Plan implementation is monitored and reviewed	Twice-yearly reporting to SEG and Office of Vice-Chancellor	Reporting cycle drives continuous improvement	SEG/Council reporting templates; MEL cycle; reporting schedules
Standard 2: Environments are safe, and systems continuously improve to prevent and respond to gender-based violence	Routine Safety audits completed	Students and Staff report increased perceptions of campus safety	100% of campus audits completed bi-annually.	Infrastructure & Operations audit schedule; audit reports
	Trauma-informed practice integrated into policies and procedures.	Policy review cycle includes trauma-informed checklist	Policies demonstrate alignment with trauma-informed practice	Existing policy review schedule; Office of VC policy templates and review logs
	Regular risk assessments and safety audits drive continuous improvement.	Audit and risk-action items logged and monitored	100% of audit actions closed within 60 days.	Infrastructure & Operations audit action register; Health and Safety Risk Register

Standard 3: Build knowledge and capability to safely prevent and respond to gender-based violence	Comprehensive training framework delivered to students, staff, and leadership.	Training participation rates by cohorts (students, staff, leaders)	Evaluation of the training, including the uptake across mandatory modules	LMS analytics; SAP LMS for staff
	Social marketing campaign delivered to students and staff	Campaign communication metrics	Service data on reports and disclosures, communication metrics	La Trobe Experience Survey; focus groups
	Mandatory prevention and response modules are embedded into onboarding and refresher cycles.	Increases in confidence and capability post-training	Change in immediate post training evaluation scores and six month follow up	Existing post-training surveys; LMS survey tools
	Evaluation measures knowledge gain and confidence	Number of trained facilitators and subject-matter experts maintained annually	Evidence that training programs and campaigns remain effective, trauma-informed and aligned with Code learning outcomes Long-term reinforcement of behaviour change	Current training program and campaign evaluation reports; training quality reviews Follow-up survey/evaluation
Standard 4: Responses and support services are safe and person-centred	Support services use consistent, trauma-informed protocols & Case-management practices demonstrate trauma-informed standards	Workforce maintains capability to deliver safe and trauma-aligned responses	≥ 95% of support staff maintain current trauma-informed training (updated annually)	SAP LMS for staff, LMS; Safer Community (Integrity Office)/Wellbeing training logs
	Support plans co-designed with disclosers and respondents & completion tracked for timelines	Plans are delivered promptly and collaboratively	≥ 90% of support plans completed within 10 business days, with exceptions documented where complexity requires	Safer Community (Integrity Office) case-management system; Wellbeing case notes

	Services are effective, accessible, and safe. Feedback reflects safety, respect, and cultural responsiveness	Users report positive experiences with support pathways. Increased client feedback volume (engagement)	<p>≥ 85% positive rating from confidential service-user surveys</p> <p>Increase in client feedback</p> <p>Increase in feedback received over time (annual comparison)</p>	<p>Wellbeing and Safer Community (Integrity Office) feedback logs</p> <p>ReGEN service feedback model</p>
Standard 5: Gender-based violence responses are safe and timely	Case timeliness data for investigations	Formal report investigations commence and conclude within National Code timeframes (45 and 20 business days)	≥ 90% of formal reports progressed and finalised within 45 business days, where no external/legal barriers apply	Integrity Office case-management system and Safer Community (Integrity Office) referral logs (date-stamped investigation actions)
	Documentation of written notifications, meeting invitations, and support-person availability	Procedural fairness is upheld for all parties throughout the investigation and resolution process	≥ 95% compliance with procedural fairness requirements; nil material substantiated breaches	Case file documentation, including Integrity Office communication logs and Safer Community (Integrity Office) case-management records (date-stamped correspondence, meeting notes, acknowledgements)
	Appeal processes are timely tracking	Appeal processes are timely and transparent for all parties	≥ 90% of appeals finalised within 20 business days, with complexity-related exceptions documented	Appeal registers maintained by Office of VC / Integrity Office, including date-stamped appeal lodgement and resolution records
	Records of case updates and written notifications	Clear communication and update protocols are followed for all parties throughout the response process	≥ 95% of parties receive required updates within communicated timeframes	Case file documentation, including Integrity Office and Safer Community (Integrity Office) communication logs (date-stamped updates, emails, meeting records)
Standard 6: Use evidence to approach, measure change and	Quality and timeliness of six-monthly reports to the Office of VC and annual	Integrated data supports accurate reporting, improved visibility, and evidence-based oversight	≥ 90% of required data sets incorporated into consolidated reporting by 2027	<p>Safer Community (Integrity Office) incident logs</p> <p>Integrity Office case-management records</p> <p>SAP LMS for staff</p>

contribute to the national evidence-base	reports to the Department of Education			Wellbeing Services data Council reporting templates Annual reporting templates used for external submissions MEL data (generated from ReGEN Respect partnership)
	Evidence is incorporated into continuous improvement and national reporting. Data coverage, integration levels, and findings used in institutional planning	Evidence informs continuous improvement, risk identification, and national reporting obligations	Annual report includes trend, risk and impact analysis, with findings incorporated into the biennial Plan review	Annual LTU reports SEG, Council and Office of VC reporting cycles Safer Community (Integrity Office)/Integrity Office annual incident reports Data and Analytics standard institutional datasets
Standard 7: Student accommodation is safe for all students and staff	Accommodation providers implement compliant Prevention & Response Plans	Accommodation providers meet all National Code obligations and embed prevention & response requirements	100% of UniLodge contractual requirements compliant by January 2026, and all affiliated colleges engaged with LTU's Standard 7 expectations through established governance pathways.	Contract management records (review of signed clauses) Provider compliance checklists Accommodation Services contract oversight document
	Contracts include clauses on training, data sharing and NDAs. Training completion rates for UniLodge staff and LTU Business Services staff (for LTU-owned accommodation) are monitored, with compliance verified	Contract providers deliver required training to their staff and uphold transparency measures (training, data, NDAs)	Annual compliance review confirms required clauses and training coverage	Contract compliance review logs Residential staff training completion records Annual contract audit reports

	through contractual review.			
	Disclosures from residential settings receive timely, safe responses.	Disclosures are responded to promptly, safely, and in line with person-centred, trauma-informed practice	≥ 90% of residential disclosures receive an initial risk assessment within 48 hours, with exceptions documented where contact is not possible	<p>Safer Community (Integrity Office) case-management logs (date-stamped contacts)</p> <p>Accommodation incident escalation records</p>
	Resident safety and confidence improve over time & resident survey occurs	<p>Residents feel safe in their living environments and confident in support pathways</p> <p>Students undertaking rural and regional clinical placements report feeling safe in their placement accommodation and informed of reporting pathways.</p>	<p>≥ 10% increase in resident perception of safety by 2027 OR</p> <p>≥ 80% positive safety rating</p> <p>≥ 80 percent positive safety ratings by 2027.</p>	<p>UniLodge-administered annual resident survey (for LTU-owned accommodation) and any available safety or satisfaction data shared voluntarily.</p> <p>Annual survey data used for contract performance evaluation.</p> <p>Safer Community (Integrity Office) case logs</p> <p>Placement Accommodation Register records.</p>

Annex Three: UniLodge Prevention and Response to Gender-Based Violence Action Plan and Outcomes Framework 2026-2029

Note: To be provided by UniLodge in January 2026

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