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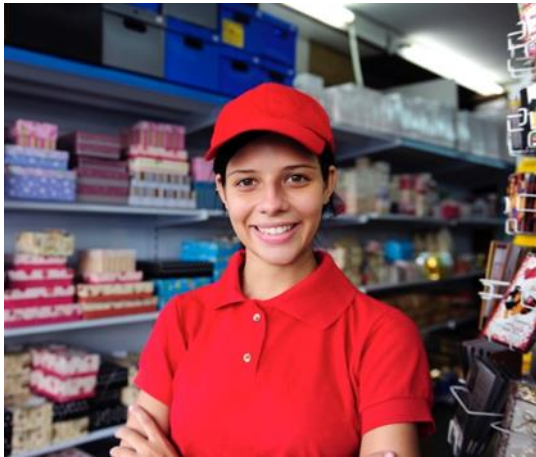
<https://ashm.org.au/training/kirby-seminar/>

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# Gendered Violence & Organisations

## Knowing what to do - Responding to sexual and gendered misconduct on university campuses



**Associate Professor Jan Breckenridge**  
**Gendered Violence Research Network**  
**UNSW Sydney**

# Acknowledgement of Country



We acknowledge the Aboriginal and Torres Strait Islander peoples, the First Australians, whose lands, winds and waters we all now share, and pay respect to their unique values, and their continuing and enduring cultures which deepen and enrich the life of our nation and communities.

We would like to acknowledge that we are holding this workshop on the land of the Bedegal people of the Eora nation. We pay our respects to the traditional Custodians of this land and particularly to any Aboriginal people in this workshop today.

# Gendered violence as a public health issue

- **2002 WHO World Report on Violence and Health**  
First comprehensive review of the problem of violence as a health issue on a global scale which included interpersonal violence, sexual violence
- **2010 WHO Preventing intimate partner and sexual violence against women**  
1 in 3 women worldwide have experienced physical and/or sexual violence, mostly by an intimate partner
- **2016 Personal Safety Survey ABS**  
1 in 5 women and 1 in 20 men have experienced sexual violence

# Gendered violence as a public health issue



Partner physical and sexual violence and emotional abuse in cohabiting and non-cohabiting relationships

It contributes  
an estimated  
**5.1%**  
of the burden  
in women aged 18-44 years.

.....  
**This is more than any other risk factor.**  
.....



Among all women it contributes an estimated 2.2% to the burden and is the seventh largest risk factor.

## Top 8 risk factors contributing to disease burden in Australian women aged 18-44 years\* (% estimate)

1 INTIMATE PARTNER VIOLENCE



5.1%

2 ALCOHOL USE



4.1%

3 TOBACCO USE



2.3%

4 WORKPLACE HAZARDS



2.2%

5 OVERWEIGHT/



1.0%

OBSESITY

6 ILLICIT DRUG USE



1.8%

7 PHYSICAL INACTIVITY



1.8%

8 CHILDHOOD SEXUAL ABUSE



1.2%

\* As there are interactions between risk factors, it is not correct to add them together.

Source: Australian National Research Organisation for Women's Safety. (2019). Infographics: The burden of disease of intimate partner violence, retrieved May 2, 2019 from: [https://d2rn9gno7zhxqg.cloudfront.net/wp-content/uploads/2019/01/19030601/ANROWS\\_Infographic\\_BurdenofDisease.pdf](https://d2rn9gno7zhxqg.cloudfront.net/wp-content/uploads/2019/01/19030601/ANROWS_Infographic_BurdenofDisease.pdf)

# Gendered violence as a public health issue

## HOMELESSNESS



(AIHW, 2017)

## IPV IMPACT

**Intimate partner**  
**violence** is the  
**GREATEST**  
**HEALTH RISK**  
**FACTOR**  
(greater than smoking,  
alcohol & obesity) for  
**women aged**  
**25–44.**

(Ayre et al, 2016)



## HOSPITALISATION

On average,  
**8 women a day**  
**are hospitalised**  
after being assaulted  
by their  
spouse or partner



(AIHW, 2018)

In 2014–15

**1 in 12 women**  
**hospitalised**  
for partner  
violence  
**were**  
**pregnant.**



(AIHW, 2018)

Source: Australian National Research Organisation for Women's Safety. (2019). Fast Facts: Impacts of family, domestic and sexual violence, retrieved May 2, 2019 from: <https://d2rn9gno7zhxqg.cloudfront.net/wp-content/uploads/2019/02/19025806/AIHW2018-Report-Fact-Sheet-PURPLE2.pdf>

# Sexual Harassment in the General Population

## Sexual Harassment

Source: ABS



**1 in 2 women** (53% or 5 million) and **1 in 4 men** (25% or 2.2 million) had experienced **sexual harassment** during their lifetime.

The 2016 PSS was funded by the Department of Social Services under the *National Plan to Reduce Violence against Women and their Children 2010–2022*

## Previous 12 months

Men

- 9.3% (836,700)
- 18-24: 16% (185,200)

Women

- 17% (1.6 million)
- 18-24: 38% (421,400)

# It started with ...



## National Union of Students Survey 2015

72.75% students experienced some form of sexual misconduct whilst at their current institution

Majority (~95%) did not report to the police or their university



# Leading to....



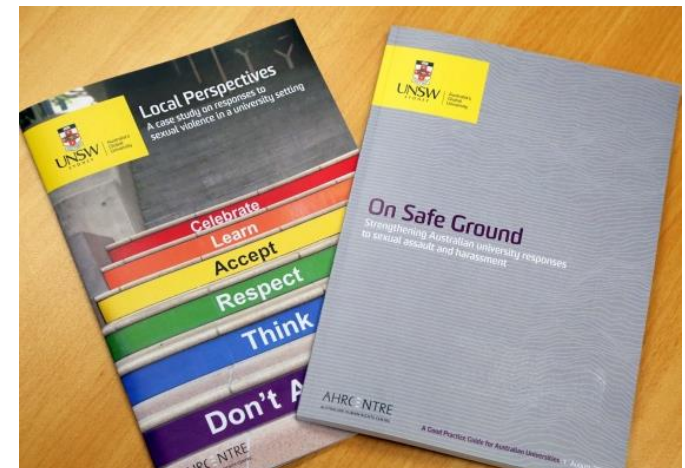
## Change the Course: National Report on Sexual Assault & Sexual Harassment at Australian Universities

Australian Human Rights Commission

## On Safe Ground: Strengthening Australian university responses to sexual assault and harassment – A Good Practice Guide for Australian Universities

## Local Perspectives: A case study on responses to sexual violence in a university setting

UNSW Law Australian Human Rights Centre



# Key findings

## Sexually Harassed in 2016 – 21%

(excluding travel to/from university)

- 14% university grounds
- 13% teaching space
- 8% social spaces

## Sexually Assaulted in 2015/2016 – 1.6%

On Safe Ground (AHRC, 2017)

- 21% university/residence social event
- 15% public transport to/from university
- 10% university grounds
- 10% residence/college

30,930 responses (9.7% response rate) – 39 Australian universities represented

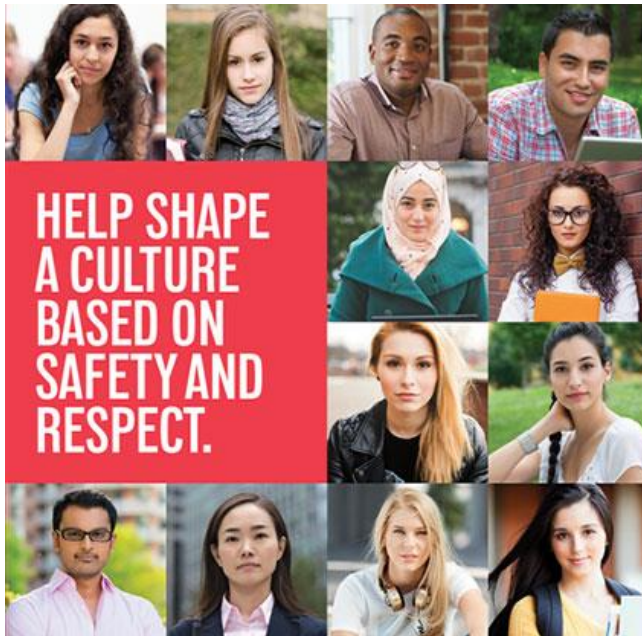
51% of those sexually assaulted  
45% of those sexually harassed

... knew some or all of the perpetrators.

87% of those sexually harassed  
94% of those sexually assaulted

... did NOT make a formal report/complaint at university.

# Universities Australia



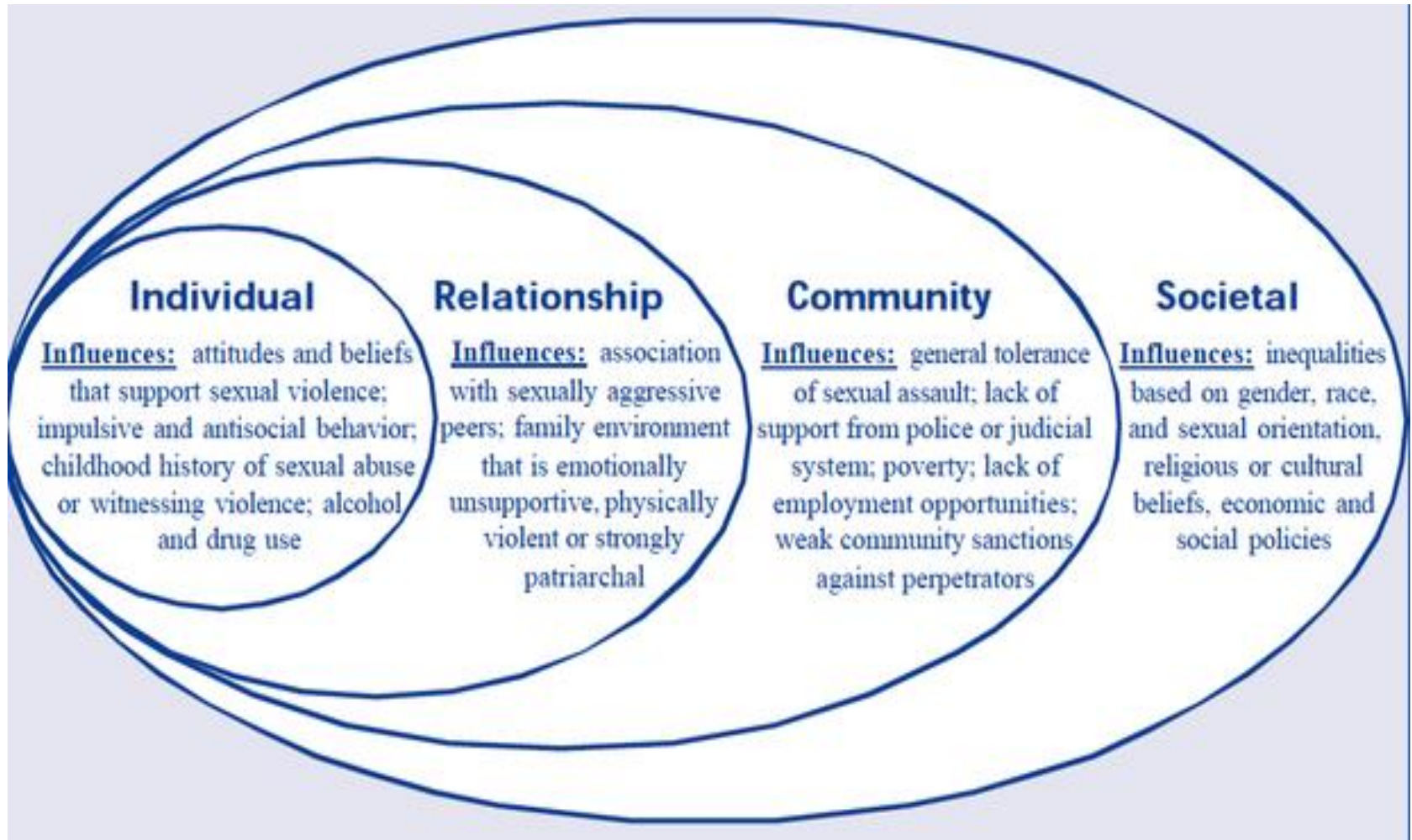
**RESPECT. NOW. ALWAYS.**

# 2018 PLuS Alliance Scoping Review (n = 48)

## Factors associated with sexual assault risk:

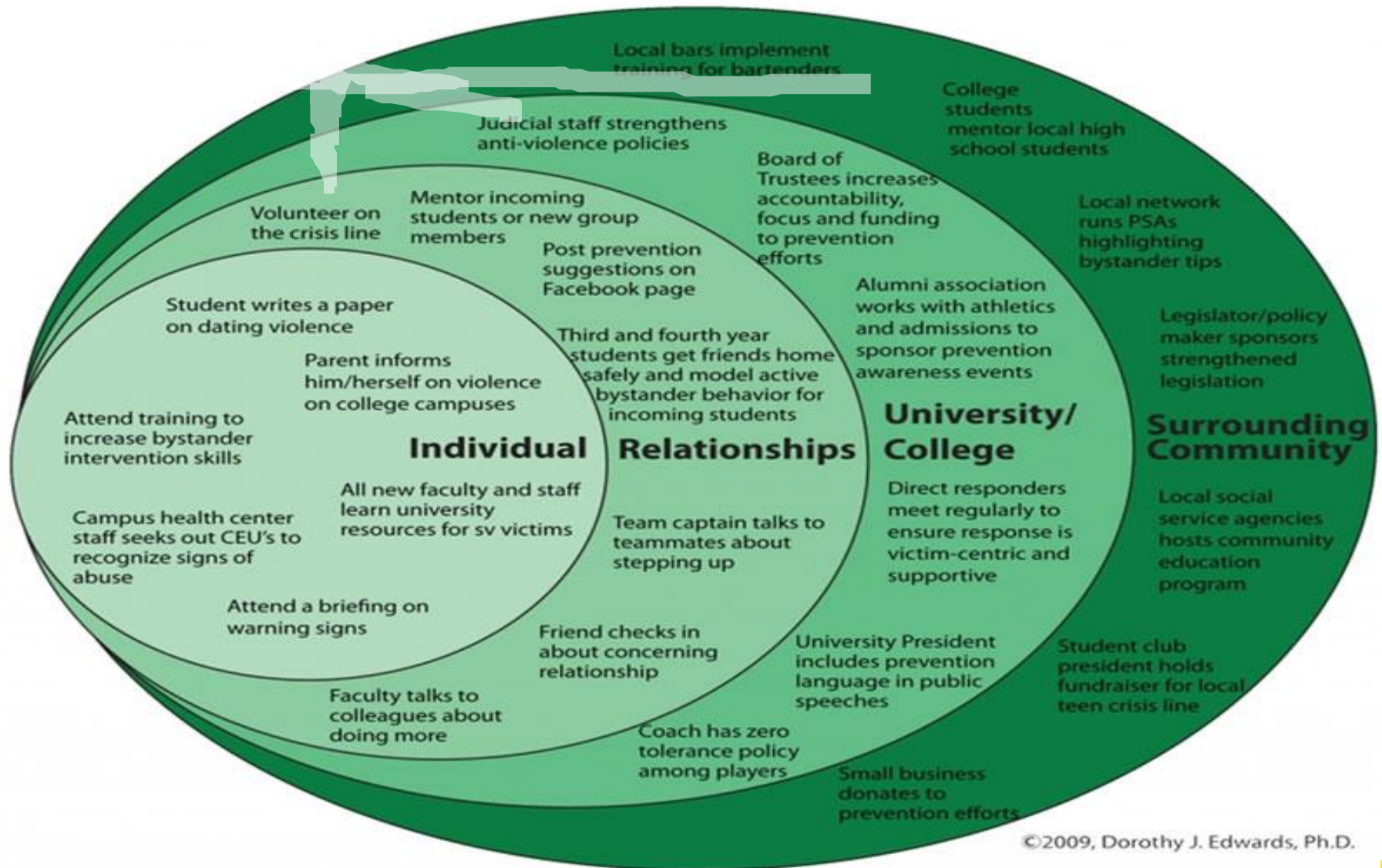
- excessive **alcohol** consumption
- **misogynist** attitudes and beliefs
- **college** life including **sororities** and a **party** culture
- **institutional implementation** of policies and procedures
- **gender and sexual preference** (associated with risk of both victimisation and perpetration)
- **race** and **ethnic** identity

# The WHO Social-Ecological Framework for Violence Prevention





# An Example of University Adaptations



©2009, Dorothy J. Edwards, Ph.D.

# **GVRN - Nine Best Practice Principles**

- 1. Develop a stand-alone sexual assault and sexual harassment (SASH) policy**
- 2. Include a statement of institutional commitment and establish SASH as a University issue and the importance of a University-wide response to individuals affected by SASH**
- 3. Define SASH in relation to the current evidence base**
- 4. Provide information on the University response and any personnel designated to offer a response**
- 5. Specify support available within the University and external referral options**

# **GVRN - Nine Best Practice Principles**

- 6. Properly consider and provide information on confidentiality and privacy**
- 7. Ensure content consistency with the University's SASH and other policies and implementation consistency across Schools, Faculties, and other business units**
- 8. Provide information on the University's response to identified or self-disclosed perpetrators**
- 9. Specify the communication strategy, monitoring and review of the policy and organisational response**



# What has been done?

- Dedicated website providing information about reporting SASH and ELISE Page with quiz question
- Sexual Misconduct Charter for Residential Colleges, specialised face to face training and on-line training
- Audits/ review of related existing policies and procedures
- Development of a stand-alone SASH policy
- SASH reporting mechanism – the ‘Reporting Portal’
- Development and recruitment of First Responder Network – specialised training & support for ‘first responders’
- Comprehensive awareness and response training



## UNSW Accommodation – Sexual Misconduct

All conduct must be consistent with the relevant policies and procedures of the University and the UNSW Colleges and is subject to the relevant Commonwealth and State laws.

[https://accommodation.unsw.edu.au/  
content/handbooks-forms-maps](https://accommodation.unsw.edu.au/content/handbooks-forms-maps)

## UNSW Sexual Misconduct and Response Policy

Applies to

- all enrolled UNSW students
- all staff and affiliates of UNSW
- former students and students currently on leave...
- all UNSW owned, operated or Affiliated Accommodation providers

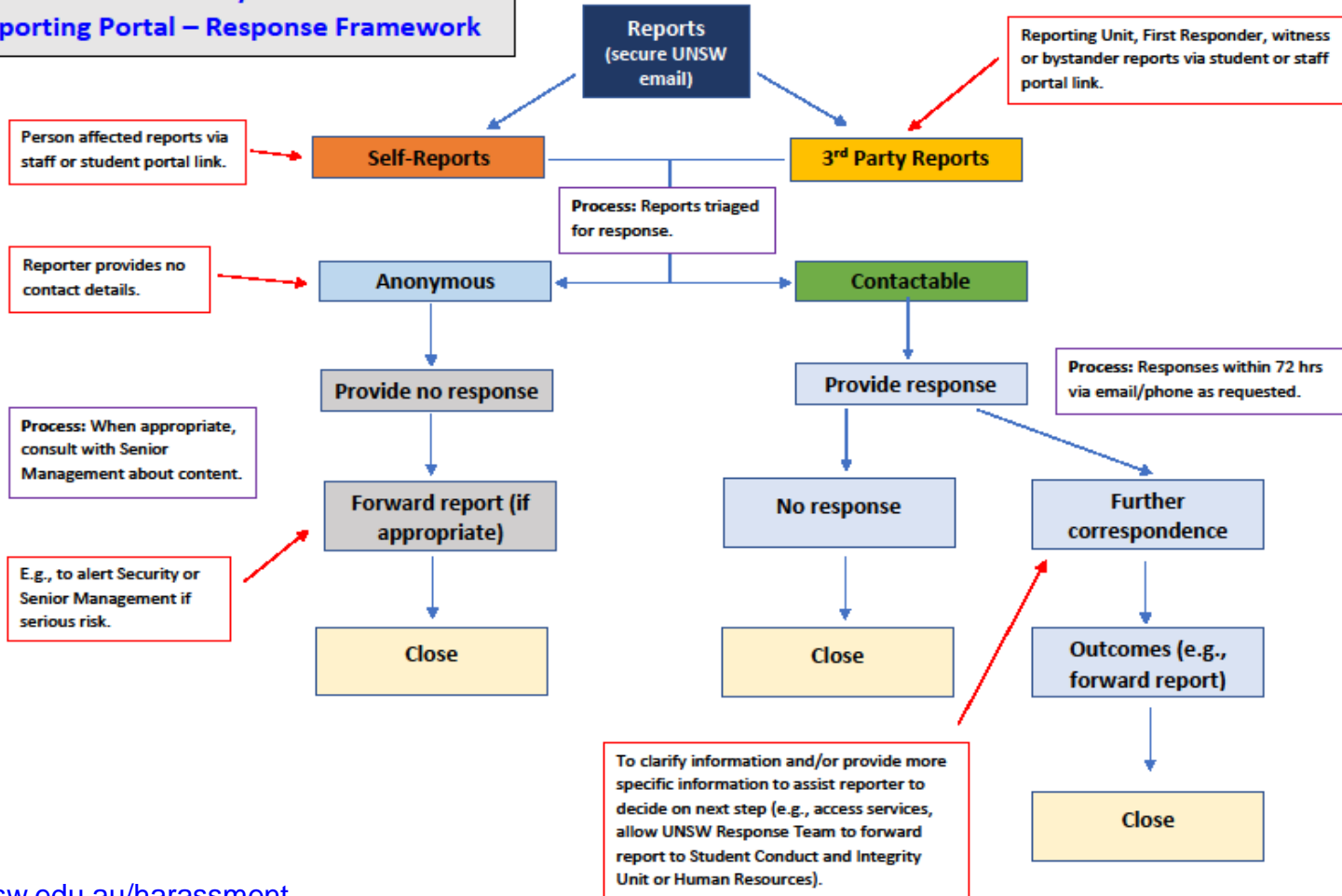
[https://www.gs.unsw.edu.au/policy/documents/sexualmisconductprevention  
andresponsepolicy.pdf](https://www.gs.unsw.edu.au/policy/documents/sexualmisconductpreventionandresponsepolicy.pdf)

# Gendered Misconduct eLearning



# The Reporting Portal

## UNSW Sexual Assault/Sexual Harassment Reporting Portal – Response Framework



<https://student.unsw.edu.au/harassment>

<https://www.hr.unsw.edu.au/diversity/sexual-assault/harassment.html>

# First Responder Network

[Home](#) [Student](#) > [Harassment](#) > [Sexual Harassment](#)

[PRINT TO PDF](#)

## UNSW First Responders

You may wish to speak to someone before making a report e.g. a friend or family member or someone from UNSW. The person you speak to can also help make a report if that is something you choose to do.

There are also a number of services and people who can support you along the path to recovery from sexual assault. If you are not sure what to do you can talk to someone from one of the free and confidential services listed on this page. In addition, UNSW has trained First Responders that you can speak to in a number of Faculties and in student services. First Responders understand that reporting sexual misconduct can be difficult. They are not counsellors but they are trained to provide an appropriate initial response to your concerns and guide you to the right services. See further support on the [Sexual Misconduct page](#).

For more information regarding the First Responders program or to become a First Responder please email [edi@unsw.edu.au](mailto:edi@unsw.edu.au)

See First Responders at:

## Sexual Harassment

[Answers to FAQs](#)

[What is sexual misconduct](#)

[First Responders at UNSW](#)

[Kensington campus](#)

[Other campus](#)

[Prevention by UNSW](#)

[Where to get support](#)



# Prevention Strategy - Comprehensive Training and other Activities

- **Evidence-based** - research from GVRN
- **Gender inclusive** - recognition of a range of relationships, victims and perpetrators
- **Organisational response** not counselling
- **Tailored for best organisational fit** - not a 'one size fits all' approach
- **Full organisational response** - activities/stages which can be **implemented over time** to accommodate organisational readiness

**REPORT SEXUAL MISCONDUCT**  
**EDUCATION** **SAFE** **WHAT IS IT** **EMPOWER**  
**AWARE SUPPORT**  
**RESPECT PORTAL**  
**COMMUNICATE**  
**WHAT TO DO PRIVACY**  
**CARE WHERE TO GO**



**Sexual misconduct** is a term used by UNSW to describe behaviour of a sexual nature that is unacceptable. It can be:

- Sexual assault
- Indecent assault
- An act of indecency
- Sexual harassment
- Conduct involving child abuse materials
- Behaviours of a sexual nature that are crimes in N.S.W. and the A.C.T.

**Sexual misconduct** can involve behaviour by a person of any gender, and it can occur between people of the same or different genders.

**Sexual misconduct** will always involve a breach of the UNSW Staff Code of Conduct or the UNSW Student Code Policy.

You can learn about the **Respect. Now. Always.** campaign to prevent sexual assault and harassment.

[www.universitiesaustralia.edu.au](http://www.universitiesaustralia.edu.au)

You can **Report** incidents of sexual misconduct on the reporting portal at

[www.student.unsw.edu.au/harassment](http://www.student.unsw.edu.au/harassment)

**Services** available for UNSW students who experience incidents of sexual misconduct:

- **1800Respect** National counselling helpline, information & support 24/7  
1800 737 732
- **UNSW Counselling and Psychological Services**  
02 9385 5418 (all Sydney campuses)
- **UNSW Medical and Health Services**  
02 9385 5425
- **UNSW Security Services**  
02 9385 6666
- **Police**  
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Produced by the UNSW Division of Inclusion and Diversity, and the Gendered Violence Research Network 2019



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