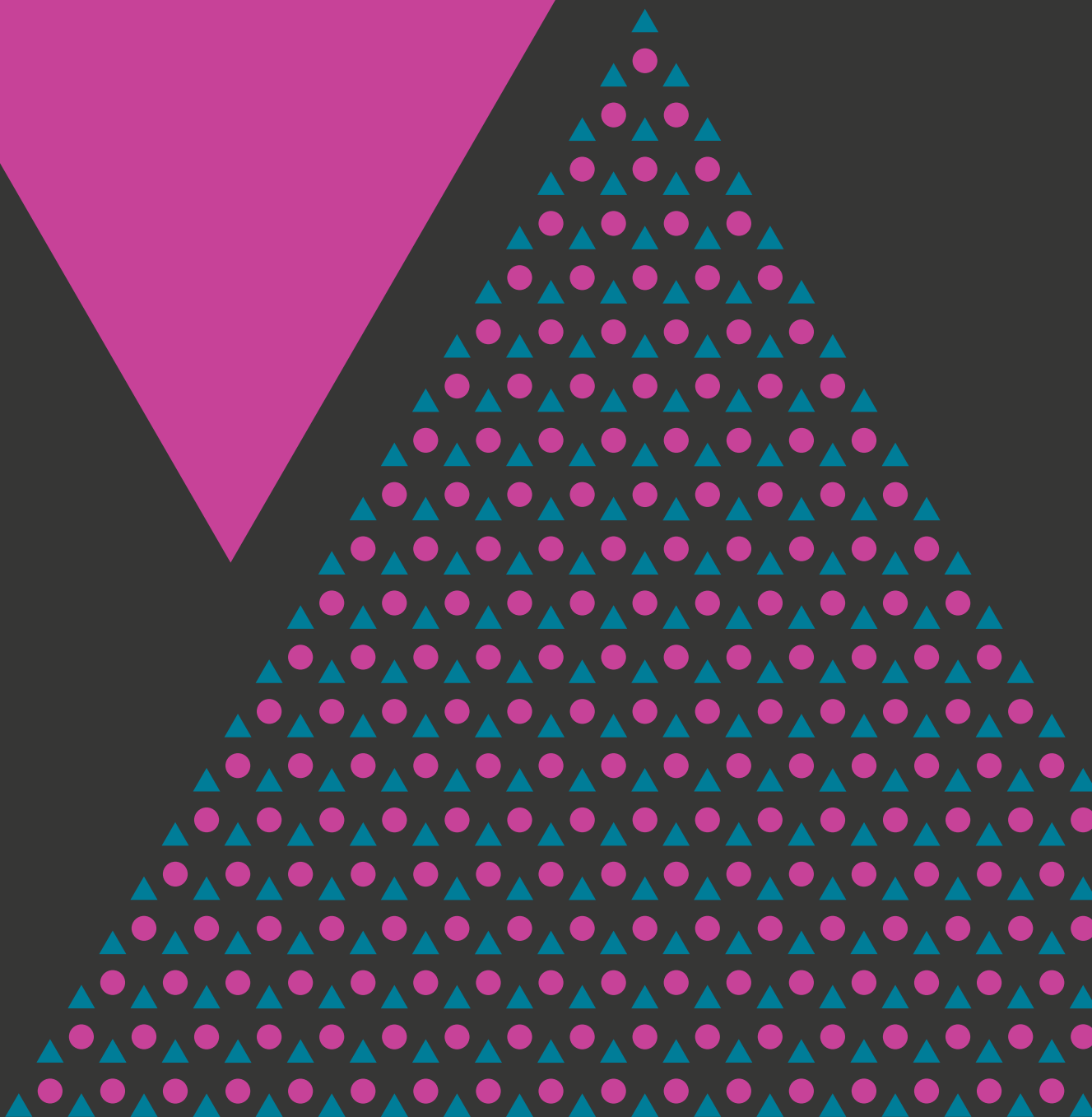


Deakin University

Respect and Sexual Harm Prevention

2024 Annual Report





Acknowledgement of Country

Deakin University acknowledges the Traditional Custodians of all the unceded lands, skies and waterways on which Deakin students, staff and communities come together. As we learn and teach through virtually and physically constructed places across time, we pay our deep respect to the Ancestors and Elders of Wadawurrung Country, Eastern Maar Country and Wurundjeri Country, where our physical campuses are located. We also acknowledge the many First Nations from which students join us online and make vital contributions to our learning communities.

Artwork: *Learning Together, Growing Together* by Nathan Patterson.

Acknowledgement of those affected by gender-based violence

Deakin would like to acknowledge all of those in our community and beyond who have been affected by gender-based and other forms of interpersonal violence. We appreciate the strength and bravery of those who have sought support and who continue to share their voices and experiences to enhance our understanding and inform our prevention and response practices.

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Respect and Sexual Harm Prevention at Deakin

Deakin is committed to fostering a connected, safe, inclusive, and respectful work and study environment. *Deakin's Respect and Sexual Harm Prevention Strategy (2021–2024)* and accompanying action plans have been an important part of the University's work to build and maintain a safe and respectful community, building upon activities and work undertaken in previous years:

The Strategy outlines five key priority areas including:

1. Respectful Communities
2. Sexual Harm, Gendered Violence, Consent, Power, and Authority
3. Academic Teaching and Learning
4. Community Education, Partnerships and Engagement
5. Monitoring, Evaluation and Reporting



The Strategy reflects our commitment to work collaboratively across different levels and teams within the university and aligns with principles of best practice set out in:

- The Australian Human Rights Commission (AHRC) *Change the Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities* (2017)
- Tertiary Education Quality and Standards Agency (TEQSA) *Good Practice Note Preventing and Responding to Sexual Assault and Harassment in the Higher Education Sector* (2020)
- Universities Australia *Sexual Harm Response Guidelines* (2016, revised 2023)
- Australian Human Rights Commission (AHRC) *Respect@Work Report* (2020)
- Universities Australia (UA) *Principles for Respectful Supervisory Relationships* (2018)
- Our Watch, *Educating for Equality* (2021), and *Workplace Equality and Respect* (2021)
- *National Plan to End Violence Against Women and Children 2022–2032* (2022)
- *National Action Plan Addressing Gender-based Violence in Higher Education* (2024) and the anticipated *National Higher Education Code to Prevent and Respond to Gender-based Violence* (due 2025); and
- Universities Australia *Primary Prevention of Sexual Harm in the University Sector Good Practice Guide* (2023).

Deakin's **Sexual Harm Prevention and Response Policy** (the Policy) and **Sexual Harm Response Procedure** provide the framework within which all prevention and response activities are undertaken. Through this framework Deakin defines sexual harm under three broad categories: sexual assault (including rape), sexual harassment, and any other behaviour of a sexual nature that may constitute student or staff misconduct.

The Vice-Chancellor's Sexual Harm Prevention and Response Advisory Group oversees Deakin's sexual harm prevention and response programs of work, meeting three times per year. This Group takes direct responsibility for shaping Deakin's prevention and response initiatives and for monitoring and evaluating actions taken.

This document provides an overview of Deakin's respect and sexual harm prevention program of work in 2024, including progress towards key initiatives and activities outlined in the 2024 Action Plan. Also included is an overview of reports of sexual harm brought to the attention of the University between 1 January 2024 to 31 December 2024. A further discussion of sexual harm data classification is included as part of this report.

Maintaining a safe and supportive community

Compliance training and online modules

Deakin continues to provide education, training, and capacity building for all members of our community.

Students continue to be enrolled in a voluntary **‘Respect at Deakin’ module**. The module takes a strength-based approach to invite students to learn more about how they can contribute to a positive and respectful culture at the University, whilst supporting them to study, work and socialise in a safe and supportive environment.

Higher Degree by Research candidates have access to a tailored version of the module. The module includes the topics covered in ‘Respect at Deakin’ with additional sections exploring factors that may impact on supervisory relationships, including power and authority, constructive feedback, and support for both candidates and supervisors. ‘Safe and Respectful Supervision’ workshops are also offered to all candidates and supervisors on this topic.

Enhancements in 2024 have included:

- Review of staff compliance modules on ‘Responding to disclosures of Sexual Harm’ and ‘Respectful Behaviours’ in 2024, with existing modules amalgamated into a single, updated ‘Respectful Behaviours at Deakin’ module.
- A review of Deakin’s Academic Integrity Module has allowed core Respect content to be incorporated as part of this mandatory requirement for all students. This content includes affirmative consent, respectful relationships, intersectionality and power, where to seek help, and links to relevant policies and procedures, and will be available to students from 2025.

Awareness raising of report and support services

Deakin has continued to promote and raise awareness of reporting and support services within and beyond the University via a range of communication channels. This has included content provided via Student Unit Guides, Deakin website, **Deakin Sync** (student website), **Student blogs**, Staff Network Articles, briefings, presentations, social media, newsletters, podcasts, apps, digital signage, emails, webinars, forums, on-campus activations and campaigns. Deakin’s **SafeZone app** was updated to include a welfare assistance tab, enabling easier connection with Safer Community and other support services.

In 2024, the **Deakin Wellbeing App** underwent improvements to news feeds to better promote Deakin support services (including Safer Community and Campus Support), to include student blogs and to raise awareness of university safe spaces and cohort specific information and supports.

Student leaders across the University are heavily involved in communications and messaging, co-designing, promoting and reinforcing a positive and inclusive environment, and this has been further enhanced during 2024.

In 2024, Safer Community launched a new campaign titled **Don’t Let The Silence Win**. The campaign includes a series of videos aimed at raising awareness of services available through Safer Community and encouraging those who have experienced harm to come forward. The campaign focused on sexual harm across online and physical spaces, as well as sharing the deidentified stories of those who have engaged with Safer Community to support understanding of report and support options available to both staff and students.

Tailored support via Safer Community

Safer Community provides advice, support and information to students, staff and associates impacted by sexual harm, family violence and/or behaviours of concern. Safer Community Advisers also act as the central point of contact where there is concern a student may be missing. Finally, Safer Community Advisers support members of the Deakin community to ensure compliance with Child Protection reporting obligations. Students, staff, and associates may engage with Safer Community regardless of whether harm has occurred on campus, online or in their private lives.

Students, staff, and associates may choose to make a disclosure or a report to Deakin University. A disclosure is made for the purpose of accessing support or referral, while a report is made for the purpose of enacting relevant complaint or misconduct procedures.

Safer Community Advisers have a broad range of professional expertise, with educational backgrounds in psychology, counselling, social work and specialist family violence support. Safer Community Advisers undertake annual professional development to ensure currency of expertise and are supported through regular supervision.

Safer Community is designated as the central point of contact through which disclosures and reports of sexual harm, made to areas across the University, are collated, analysed, and reported. This mechanism is articulated in relevant policies and procedures, with data used to meet a range of legal obligations and reporting requirements. This includes, but is not limited to, reporting to the Workplace Gender Equality Agency. This centralised mechanism for data collection and classification ensures confidentiality, consistency, and accuracy of reporting.

Harassment and Discrimination Contact Officer (HDCO) Network

The **HDCO Network** provides confidential information and support to students, staff and associates who wish to report discrimination, sexual harassment, bullying, vilification, and victimisation. HDCOs provide information on relevant policies and can attend meetings in the capacity of a support person. The HDCO Network is managed by the Coordinator, Mediation and Complaints within the Diversity, Equity, and Inclusion Division. HDCOs support Deakin in meeting positive duty obligations set out in Equal Opportunity legislation and often act as the first point of contact for those seeking to make a report of discrimination, sexual harassment, bullying, vilification, and victimisation.

Student accommodation at Deakin University

Deakin Residential Services (DRS) owns and operates all residential facilities at Deakin University (circa 3000 beds) across Warrnambool, Geelong Waterfront, Geelong Wairn Ponds and Melbourne Burwood campuses.

As a true reflection of the 24/7 nature of student accommodation, **DRS employs professional staff to work at each campus reception location 24/7, 365 days of the year** in addition to working alongside residential Campus Support Officers. This is a point of difference from many other student residence providers, where staff are often on-call rather than present on-site overnight. All relevant staff are trained in responding to disclosures, Mental Health First Aid and incident reporting. DRS has a dedicated campus life team who undertake additional training in ASSIST Suicide Prevention, Respectful Relationships and Bystander Intervention and who work closely with internal and external support services.

In 2024, DRS employed Night Welfare Coordinators to increase the ability to proactively respond to overnight welfare and to contribute to ongoing preventative programming. These roles have already made a positive impact for the overnight safety and wellbeing of both the residents and DRS Staff.

In addition to our 24/7 professional staffing model, DRS has a strong volunteer student **Residential Leadership model** focused on identifying and referring concerns as well as role-modelling and upholding our community values. These leaders are given an extensive suite of training, including detailed consent and respectful relationships training, responding to disclosures, identifying, and responding to behaviours of concern and more. They are also required to complete the University's Respect at Deakin module.

DRS' RESPECT values guide community expectations and standards and are meaningfully embedded into all facets of DRS' operation and a **formal indexation of their success** is taken each year to validate their impact. In practice, they create a shared sense of accountability and responsibility for the residential community, and they inform student and staff behavioural expectations, are used extensively throughout Residential Leader training and development, as well as through the incident response process. Regular incident reviews are conducted to track trends, address concerns, and ensure a consistent and professional response, and DRS also meets regularly with Safer Community and other key stakeholders, to ensure strict adherence to reporting processes, and a united approach to student support and incident response.

All students residing within student accommodation at Deakin are required to complete an interactive **online induction module** pre-arrival which includes direct reference to the RESPECT values, consent, bystander intervention, respectful behaviours, and sexual harm, culminating in a test with a required pass rate of 70% or higher. Within 24 hours of arrival, residents attend a face-to-face compulsory briefing reiterating key messages.

New students also attend a compulsory 'Safe Partying' presentation by an external guest speaker. Residents attend compulsory meetings throughout the year, providing key updates and information and re-articulating messages about consent, respect and accountability. These messages are also reinforced through other events and initiatives, such as the Real Talk events, which see high-profile guest speakers come onto campus and share their journeys and learnings in this area. In this way, DRS delivers these messages through a new lens, packaged in a way that is appealing to students.

Sexual harm reports 2024

Sexual harm data at Deakin

When collecting sexual harm data, Deakin makes a distinction between incidents with a direct affiliation to university business and those with an indirect affiliation. Incidents with a direct affiliation are those where University legislation, policy and/or procedure provide a framework through which a member of the Deakin community may be held to account for alleged behaviour, for example through staff complaint and/or misconduct processes.

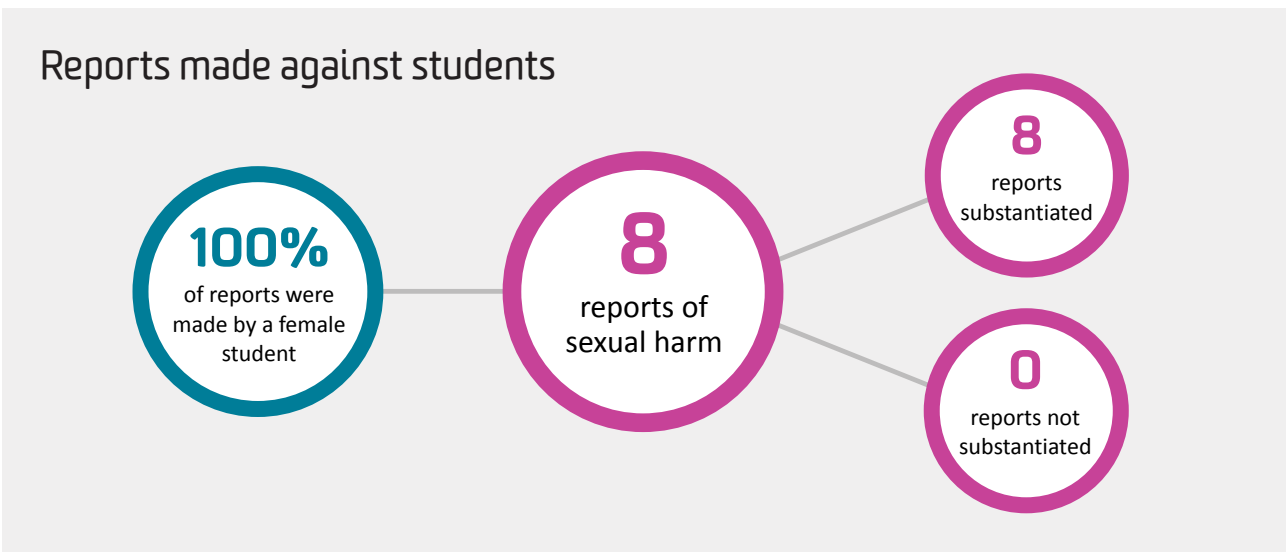
Incidents with an indirect affiliation are those where there is a nexus with University business, but where Deakin legislation, policy and/or procedure do not provide a framework through which the University could hold a person to account in response to an allegation of sexual harm – for example, where a student makes a complaint about the actions of a member of the public on a Deakin campus.

It is important to acknowledge that staff, students and associates who disclose a sexual harm incident are not obliged or required to make a report, either internally to Deakin or externally to, for example, Victoria Police. As a university we have a comprehensive risk management process in place and, wherever safe and appropriate to do so, will place the wishes of the person who has experienced harm at the centre of our response. As a result of this approach, incidents with a direct affiliation to the University may have no associated staff or student complaint or student misconduct outcome.

Deakin also provides advice and support to staff, students and, in some instances, associates who disclose a non-affiliated incident of sexual harm. Non-affiliated incidents are those with no nexus to University business, for example an historical sexual assault.

In 2024, there were 8 substantiated allegations of sexual harm perpetrated by a Deakin student and with a connection to their enrolment at the university, equivalent to the number in 2023.

In 2024, there were no formal complaints or substantiated allegations of sexual harm perpetrated by Deakin staff, compared with 2 in 2023.



Total number of staff employed by Deakin (including casuals and contracted staff) – 7,841 (2024 WGEA Submission).
Total number of students enrolled in 2024 – 60,731 (Deakin Educational Analytics).

Management of sexual harm reports

Disclosures and reports of sexual harm are collected by the Safer Community Team, however, only reports of sexual harm, responded to in line with relevant complaint and disciplinary procedures have been included in this report. Students, staff and associates are not required to make a report in order to access Safer Community services.

Application of Deakin policies and procedures is contingent on the parties involved in an allegation. Allegations of sexual harm made:

- by a student where a staff member is the respondent are considered under the Student Complaints Resolution **policy** and **procedure** and the **Code of Conduct (staff)**.
- by a student where a student is the respondent are considered under the Student Complaints Resolution policy and procedure and the **Student Misconduct Procedure**.
- by a staff member where another staff member is the respondent are considered under the **Complaints: Discrimination, Sexual Harassment, Victimization and Vilification (Staff) Procedure** and the Code of Conduct (staff).

If a formal investigation is initiated, and the respondent is a staff member, an external investigator is engaged by the relevant area within Deakin to conduct an investigation. Should the investigation substantiate the allegations, findings are provided to the team managing the complaint in line with the above framework and from there to People and Culture.

At Deakin, reports of sexual harm allegedly perpetrated by a student against another member of the University community are considered by a specialist Sexual Harm panel within the Student Misconduct Committee (the Committee), supported by the Student Conduct team in the Office of the Dean of Students. Dedicated Committee Chairs and panel members bring expert professional and research experience to their roles, typically in fields such as psychology, criminology and law. Newly appointed Chairs and panel members receive specialised training from the Student Conduct and DEI teams designed to hone their awareness and understanding of sexual harm issues in a higher education context.

In 2024, the Committee largely imposed educative rather than punitive outcomes. Educative outcomes typically include attending training or participating in tailored education, while punitive outcomes include suspension or exclusion. The choice between educative and punitive outcomes is based on the nature and type of the sexual harm report made by a student and the Committee's assessment of the most appropriate outcome for the respondent. If a student does not complete an educative outcome, or if their engagement is reported to be unsatisfactory by the provider of a targeted training program, the Committee may consider imposing a punitive outcome in relation to a subsequent allegation.

The Committee's imposition of largely educative outcomes in 2024 may be considered a positive sign. This trend indicates that more students are reporting a broader range of sexual harm concerns to Student Conduct for consideration by the Committee, further highlighting an increased awareness of Deakin's support and reporting functions within our student community. In another positive development, in 2024 the Committee increasingly referred students to external specialist counselling and support services where appropriate, with the aim of maximising the utility of Safer Community's dedicated specialists and resources.

Despite this trend, Deakin acknowledges that under-reporting remains a concern and continues to deliver prevention-led activities through the Respect and Sexual Harm Action Plan 2024. Activities in this Action Plan include those designed to raise awareness of report and support options available across the university.

Respect and sexual harm prevention work in 2024

Training and capacity building

Capacity building workshops continued to be delivered to staff and students throughout 2024 with the number of staff and students engaged in training workshops significantly increasing since 2023.

A Guest Lecture Program, designed to raise awareness and upskill students and academics within specific study programs, promote diversity, equity and inclusion initiatives and increase engagement with capacity-building offerings continues to be offered.

Briefings and presentations on respect and sexual harm prevention are delivered regularly to senior managers, executives, Academic Board, Council, and staffing teams.

In addition to existing offerings, the following activities have been undertaken in 2024:

- ▶ Annual review of all training materials and offerings, with targeted promotion of relevant offerings to priority teams and cohorts.

- ▶ The Guest Lecture program has undergone a review, incorporating feedback from academic staff and students. Promotional materials have been refreshed and targeted promotion is underway to increase future collaboration and delivery.

- ▶ A new Gender Equity training program was implemented to 29 participants and has become part of our ongoing training offerings.

- ▶ A two-day Men's Allyship pilot program was delivered throughout 2024 to 19 participants, showing impacts across various teams in the university.

- ▶ Development and launch of a university-wide Respectful and Inclusive Pre-Placement Module, launched in August, with 400 completions to date.

Training and capacity building at a glance

Feedback for DEI training is collected through a voluntary online post-training survey, opt-in 3-month post-training interviews, and Mentimeter reflection activities conducted in training sessions.

146 participants completed an evaluation survey (including 24 students and 115 staff), representing 6% of total participants in DEI training programs. Three-month post-training interviews were completed with 22 staff.

Feedback from training participants indicated:

- 95% agreed that the training equipped them with new knowledge and skills
- 97% agreed that the training is relevant for their role
- 93% would recommend the training to their colleagues/peers



Presentations, briefings, and information sessions were delivered to senior leaders, executive and staffing teams, including Deakin's annual Respect and Sexual Harm Report 2023 to Executive in February. Community also delivered 20 presentations to stakeholder groups across the university to raise awareness of the service and encourage reporting.

Training and capacity building at a glance (continued)

Online education modules:

Program	Cohort	Completion
Respect at Deakin Online Module	Students	7%*
Respect at Deakin HDR Online Module	HDR Students	50%
Respect at Deakin Workshops	Student Leaders	155
Respectful and Inclusive Workplace Pre-Placement Module	Students	265
Responding to Disclosures Online Module	Security night staff	23
Responding to Disclosures of Sexual Harm Online Compliance Module	Staff	79%
Respectful Behaviour in the Workplace Online Compliance Module	Staff	91%
Respectful Behaviour at Deakin^	Staff	21%

* Respect and sexual harm content has now been incorporated into the Academic Integrity Module, a zero credit point requirement for all students. This will be launched in T1 2025.

^ This refreshed staff compliance module was released on 11 November 2024.

Training and capacity building at a glance (continued)

Training completion overview:

	Participants (1 January–31 December 2024)		
Topic	Students	Staff	Total
Building Cultural Intelligence	98	27	140
Building Disability Confidence	131	374	505
Bystander Intervention	20	66	94
Family Violence and Sexual Harm: How to support others	5	179	187
Gender Equity	N/A	29	29
Harassment and Discrimination Contact Officer (HDCO)	N/A	28	28
LGBTQIA+ Inclusion and Allyship	82	139	231
‘Other’ Training Topics: <ul style="list-style-type: none"> • Inclusive practice • Disability confidence and inclusion • Managing difficult situations • Pre-placement student module and student engagement 	29	164	493
Putting Inclusive Language into Practice	10	120	146
Respect at Deakin	155	N/A	155
Safe and Respectful Supervision	20	29	49
Sexual Harm Student Misconduct Panel Training	N/A	7	7
Unlearning Unconscious Bias	N/A	308	308
TOTAL	550	1,470	2,372*

* Total participants include Deakin students, Deakin staff and participants whose relationship to Deakin is unspecified.

Training and capacity building at a glance (continued)

Training and capacity building delivered to Deakin Residential Services (DRS) residents and leaders:

Program	Cohort	Completion
Compulsory online induction module covering enthusiastic consent (all)	All residents*	100%
Compulsory welcome briefing inc. consent content (all)	All residents*	100%
‘Safe partying’ presentation (all)	All residents*	100%
RESPECT values education and adherence (all)	All residents*	100%
Respect at Deakin module (all RLs + others encouraged)	Residential Leaders (RLs)* (encouraged for all residents)	100% (RLs)
LGBTQIA+ inclusion and allyship training (all RLs + others encouraged)	RLs* (and promoted and encouraged for all residents)	100% (RLs)
Disability inclusion training (all RLs)	RLs	100%
Cultural intelligence training (all RLs)	RLs	100%
Real Talk Events	All residents	60 attendees

* Compulsory attendance

Awareness raising of gender-based violence and prevention initiatives

Work has continued to promote and raise awareness of reporting and support services within and beyond the University. Ongoing enhancements to the student website, including improvements to event, module and campaign pages, and page banners, have enabled better promotion of campaigns and activities.

Deakin's second annual **Respect at Uni Week** campaign was held 18–22 March 2024. A range of on-campus and online activities, events and activations, co-designed with students, were held throughout the week to promote respect and prevent sexual harm, promote the availability of support and report services/options for those affected by sexual harm, and encourage active participation and engagement of communities in promoting a respectful environment. The campaign forms part of a broader initiative coordinated by the Victorian Tertiary Primary Prevention Network.

Light it Purple, as part of the Candlelight Vigil, was held on 1 May, in partnership with local community groups, lighting up signage at Deakin's Waterfront, Waurin Ponds and Burwood campuses in remembrance of those killed as result of family violence. From 25 November–10 December, the **16 days of activism** against gender-based violence campaign was promoted. In addition, Deakin's **"You can ask that"** activations and student facing workshops from Elephant Ed, held throughout 2024, raise awareness of sexual health, safety and consent.

A variety of articles relating to respect and sexual harm prevention including information regarding report and support services within and beyond Deakin were featured as part of **student life blogs** and Deakin's Staff Network. This includes stories relating to the Respect at Deakin module, Men's Allyship, safe partying, healthy relationships, practical strategies for online safety, launch of the new Respectful and Inclusive Placement module, and in relation to key sector campaigns. Various communication activities were also undertaken with staff and students to promote **Deakin's Safer Community Service**.

The Cyber Security team continued to raise awareness to create a safer online environment for our whole community together with Safer Communities, IT Service Desk, Student Communications, and industry experts. In tailored briefings, staff examined case studies showcasing technology-facilitated risks such as cyberstalking and doxing, equipping them with practical knowledge and tools to address these threats effectively.

Continuous improvement of policies, procedures and processes

In 2024, the following activities were undertaken to ensure continuous improvement including:

- Completion of a review of relevant policies and procedures to support management of sexual harm reports and disclosures made by staff and students at Deakin's new International Branch Campus at GIFT City in India.
- Information flyers and handouts for training participants, students and student leaders and training participants were crafted or refreshed.
- Enhanced engagement with Deakin University Student Association (DUSA), with all Council members now completing Respect at Deakin training. A training roadmap for DUSA club and society leaders has been developed, and conversations continue regarding future capacity development in relation to gender-based violence prevention.
- The establishment of a Deakin wide Personal Safety Action Group, bringing together various partners with roles in student safety to enhance collaboration.
- DEI and Higher Degree by Research (HDR) team collaborated to improve HDR supervisor registration procedures, ensuring that all prospective supervisors receive introductory training on respectful supervision relationships.
- In preparation for the forthcoming National Code, a review of workforce and organisational requirements has commenced, with new roles created to support implementation of requirements.
- DRS Introduced the DRS Night Welfare Coordinator role, in preparation for the National Code. This role increases DRS's ability to proactively respond to overnight welfare and to contribute to ongoing preventative programming.

External partnerships and collaboration

Deakin continues to partner with external community, government, specialist agencies and other tertiary institutions as part of its respect and sexual harm program of work.

The CEO of the Sexual Assault and Family Violence Centre (SAFV) in Geelong attends as a member of Deakin's Sexual Harm Advisory Committee, providing independent and expert advice and feedback on Deakin's strategy and Action Plans.

In 2024, Deakin was involved in community initiatives, partnering with Meli and the **Sexual Assault and Family Violence Centre** (SAFV) in Geelong as part of a 'Light it Purple' campaign and candlelit vigil in May and 16 Days of Activism in November.

Deakin Residential Services (DRS), in collaboration with the Geelong Cats and stakeholders across Deakin presented two 'Real Talk' events to raise awareness about respectful relationships, positive culture and accountability within the residential precinct. Events featured guest speakers from Geelong Cats (AFLW and AFL players) and Tarang Chawla, who is a leading voice and national expert in men's behaviour around Gender-Based Violence. 60 residents attended across the two events. Marion Grey (CEO, DRS) has also been a member of the Member of the National Higher Education Code Expert Reference Group, providing advice and guidance on the development and planned implementation of the National Code.

Deakin continued to lead the **Tertiary Primary Prevention Network** in 2024. Four online meetings and the Annual Professional Practice Forum were held in 2024. Priority projects, led by universities across the network, have included the Respect at Uni Campaign; Annual Professional Practice Forum; Respect and Sexual Harm Data Reporting; Learning and Development; Student Co-Design Framework; and Capability Framework for Practitioners.

Deakin's respect, sexual harm and conduct practitioners were involved with and attended a range of events, training, webinars and activities, offered by sector partners, to enhance our program of work. This included on topics such as teaching consent, intersectional experiences of sexual harm and other forms of gendered violence, and delivered papers at sector conferences including **LGBTQIA+ Leadership and Allyship Summit** (March); **Women of Colour Leadership and Allyship Summit** (October); and the **Australia and New Zealand Student Services Association Conference** (October).

Priorities for 2025

With the National Higher Education Code Addressing Gender-based Violence anticipated for release in 2025, reviewing and aligning our prevention and response practices will be a significant focus. This will incorporate a broader focus on a wider range of gender-based violence and associated behaviours and responses, and ongoing enhancements to our policies, procedures, reporting and data collection practices.

For 2025, a new framework for our action planning has been developed. This approach aims to further strengthen Deakin's whole of organisation prevention and response practices and enable our alignment with the anticipated requirements of the National Code.

Alongside the 2025 action plan, a monitoring and evaluation framework will allow the progress and effectiveness of initiatives to be measured collectively and across priority areas.

Our action plan will be aligned against six priority areas:

1. Leadership and Governance
2. Respectful Communities
3. Teaching and Learning
4. Research
5. Partnerships and Collaboration
6. Response and Support



Priority actions will include:

- Reviewing relevant policies and procedures to ensure alignment with emerging legislation and National Code requirements, including an enhanced focus on broader forms of gender-based violence.
- Ensuring systems are in place for required data collection and reporting on National Code implementation.
- Reviewing and refining capacity building in line with National Code requirements.
- Enhancing student co-design and partnerships in the development of campaigns and educational initiatives, including Respect at Uni Week, and social marketing campaigns related to gender-based violence prevention.
- Engaging with students, staff, and the broader Deakin community to prepare for and raise awareness of the proposed 2025 National Student Safety Survey (NSSS).
- Designing, delivering, coordinating and/or incorporating findings from relevant surveys and service data (including the NSSS).

Student and Staff Support and Report Services



To report a behaviour of concern or to make a disclosure of sexual harm (recent or historical, on or off campus) contact Deakin's Safer Community Services. deakin.edu.au/students/student-life-and-services/health-wellbeing-and-safety/safety-security/safer-community

Safer Community can be contacted via phone on 03 9244 3734 (9am–4pm, Monday to Friday) or via email: safercommunity@deakin.edu.au. All assistance is confidential.

For support external to Deakin contact 1800 RESPECT (1800 737 732). This is a 24/7 phone and online counselling service.

If you are a staff member and wish to inquire about the complaints process or to make a complaint of sexual harassment against another staff member contact eeo@deakin.edu.au

You may also raise your concern or complaint through deakin-gme-advocate.symplcity.com/public_report/index.php/pid479691?

For advice or support relating to student conduct, please contact: studentconduct@deakin.edu.au.

For any reports of student conduct or student complaints, please complete the relevant online reporting form via the Student Conduct webpage, deakin.edu.au/students/student-life-and-services/complaints-conduct-appeals/student-conduct or the Student Complaints webpage, deakin.edu.au/students/student-life-and-services/complaints-conduct-appeals/student-complaints

Enquiries

For information about Deakin's Respect and Gender-based Violence program of work, or for questions relating to this action plan, please email respect@deakin.edu.au

For further information, please visit the Deakin website at deakin.edu.au

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