



# Gender-based Violence Prevention and Response Policy

## Purpose & Scope

This policy sets out the principles underpinning Campus Perth's (and its parent company GCPH Australia Pty Ltd) commitment to providing a safe, respectful and inclusive environments for its residents, employees, contractors, service providers, third parties, associated business (Hostel G) and guests.

Third parties are in the scope of this policy where there is a connection with Campus Perth (GCPH Australia Pty Ltd) such as contractors, licensees or lessees, service providers, visitors, international education agents and delivery partners, and partner organisations in Australia or overseas acting for or on behalf of Campus Perth in relation to Campus Perth students and staff.

If gender based harm and violence is reported outside the scope of this policy, Campus Perth will provide referrals to appropriate support services.

This policy applies to all residents, employees, contractors and third parties of Campus Perth at all times in accordance with all relevant Federal and State Law.

## Overview

This policy establishes a framework to support and enable the prevention of and response to gender based harm and violence at Campus Perth and it's associated Hostel G business at 80 Stirling Street, Perth.

This policy defines key concepts such as consent, gender based harm, gender based violence, sexual harm, sexual harassment and sexual assault, disclosure and response. Additional explanations and examples for these terms are set out in the corresponding resources.

This policy and its corresponding procedures should be read in conjunction with the Campus Perth (GCPH Australia Pty Ltd) policies regarding behaviour standards and conduct listed in (our policies). Policies and procedures of relevant third parties may also apply in some circumstances (for example, the policies of industry partners hosting Campus Perth students).

Campus Perth acknowledges that intersectionality can compound the impact of discrimination and that certain groups of people will be more vulnerable to the effects of discrimination and harassment than other groups.

## Policy

### Principles

**Collective commitment** – Campus Perth is committed to leading long term social and cultural change to prevent gender based harm and violence, recognising the urgent need for action.

**Zero tolerance** - Gender-based violence is unacceptable. Campus Perth has zero-tolerance for gender based harm and violence, and will ensure that this issue is addressed through leadership accountability, clear policies and education.

**Leadership** – Campus Perth executive oversee the application of this policy, fostering a safe environment which is respectful of culture.

**Confidentiality and Privacy** – Campus Perth is committed to protecting the confidentiality and privacy of individuals involved in gender-based harm and violence cases, in accordance with our **Privacy Policy**.

**Accountability** – Campus Perth prohibits the use of its resources for violence, and prioritises safety with support to encourage those who cause harm to seek support.

**Procedural Fairness** – Campus Perth ensures procedural fairness with impartial and transparent processes where all parties can present their perspectives and evidence reinforcing trust and justice.

**Human Rights** - Campus Perth views all gender-based harm and violence as unacceptable and a violation of human rights.

**Inclusive and intersectional approach** - Campus Perth acknowledges that diverse identity aspects, such as race, age, and socio-economic background, influence the support needed for addressing gender-based harm and violence. Campus Perth will address intersectional needs, ensuring tailored support and interventions.

**Trauma-informed** – Campus Perth adopts a rights-based, victim-survivor centred approach, prioritising safety and wellbeing and ensuring 'victim-survivors' voices and needs guide all support efforts, fostering an environment of compassion and respect.

**Transparency and integrity** - Campus Perth maintains evidence-based policies and procedures aligned to best practices, protecting against victimisation and supporting those who disclose or report harms.

**Preventing harm** - Campus Perth will work towards the prevention of gender-based harm and violence, sexual harassment and sexual assault, by focusing on governance, awareness, and education.

**Supportive Response** -Campus Perth provides a supportive service for students and staff to seek support for gender-based harm and violence, sexual harassment, sexual assault, or any concerning, unwanted, uncomfortable and/or threatening behaviour.

The safety and wellbeing of those who experience gender-based violence will be the priority of Campus in responding to any incidents.

Campus Perth will follow the principle that all responses follow principals of procedural fairness for all parties involved in gender-based violence.

Gender-based violence means any form of physical or non-physical violence, harassment, abuse or threats, based on gender, that result in, or are likely to result in, harm, coercion, control, fear or deprivation of liberty or autonomy.

Gender-based violence can occur in person or online.

Gender-based violence includes, but is not limited to:

- sexual harassment
- sexual assault
- online abuse
- emotional/psychological abuse
- economic and financial abuse
- stalking and harassment
- spiritual or religious abuse
- harmful practices that put sexual and reproductive health and rights at risk (such as stealthing).

Coercive control is the underlying dynamic of most instances of gender-based violence. Coercive control involves perpetrators using patterns of abusive behaviours over time in a way that creates fear and denies liberty and autonomy.

There are groups in the community that are disproportionately affected by gender-based violence. This includes women, young women, First Nations people, people from racially and culturally marginalised groups, people of diverse sexual orientation and gender identity, and people with disabilities. Evidence shows that the majority of perpetrators of gender-based violence are men.

## Definitions

<b>Term</b>	<b>Definition</b>
<b>Child</b>	A person under 18 years of age.
<b>Consent</b>	Consent must be voluntary, informed, mutual and ongoing. It must be present every time and can be withdrawn at any time. Consent cannot be assumed and must be reasonably established. The legal age of consent in Western Australia is 16 years, or 18 where a position of authority exists.
<b>Coercive Control</b>	A pattern of behaviours used to dominate, control or restrict another person's autonomy through fear, manipulation or intimidation.
<b>Disclosure</b>	When a person shares information about an experience of gender-based harm or violence for the purpose of seeking support or information, without necessarily initiating a formal process.
<b>Formal Report</b>	When a person requests further action, investigation or outcomes under Campus Perth procedures.
<b>Gender-Based Harm</b>	Harm, discrimination or abuse based on gender that may not meet the threshold of criminal conduct but causes distress, fear or disadvantage.
<b>Gender-Based Violence</b>	Any form of physical or non-physical violence, abuse, harassment or threats based on gender.
<b>Intersectionality</b>	The interaction of multiple aspects of identity that can result in overlapping forms of discrimination or marginalisation.
<b>Sexual Assault</b>	Any sexual act carried out without consent. Sexual assault is a criminal offence under Australian law.
<b>Sexual Harm</b>	Non-consensual behaviour of a sexual nature that causes fear, distress, intimidation or harm.
<b>Sexual Harassment</b>	Unwelcome conduct of a sexual nature that a reasonable person would anticipate could offend, humiliate or intimidate.
<b>Sexual Exploitation and Abuse</b>	Abuse of a position of vulnerability, power or trust for sexual purposes, including technology-facilitated abuse.
<b>Third Parties</b>	Individuals or entities external to GCPH Australia Pty Ltd, including contractors, consultants, volunteers, visitors and members of the public.
<b>Trauma-Informed</b>	An approach that prioritises safety, choice, empowerment and respect, recognising the impacts of trauma and minimising re-traumatisation.

## **Preventing gender-based violence**

Campus Perth has Secure Access Systems and Extensive CCTV. We have created large variety of safe open plan shared spaces within the building.

GCPH Australia will deliver education, training and initiatives within the organisation to mitigate gender-based violence in the Campus Community.

This education will focus on the factors that drive and contribute to gender-based violence.

GCPH Australia will always challenge all forms of discrimination and will not tolerate any form of discrimination within the Campus Community. GCPH Australia's policies relating to discrimination and harassment can be found in the following policies:

- Anti-Discrimination Policy
- Anti-Bullying Policy

## **Responding to discrimination including gender-based violence**

In responding to gender-based violence and any form of discrimination Campus Perth will focus on the needs of the victim and ensure their safety.

When a person provides information to GCPH Australia (Campus Perth) about an experience of gender-based violence or any form discrimination this is considered a disclosure. Disclosures can be made by the victim or a witness (third party).

A formal report occurs when a victim-survivor makes a complaint to Campus and would like further action to be taken.

A person has the right to remain anonymous when making disclosure or formal report except in cases which involve mandatory reporting where the known or suspected abuse is of someone under 18.

## **Making a disclosure or formal report**

Residents and guests of residents can make an anonymous disclosure or formal report to Campus Perth using our email address on the website.

Residents and guests of residents can also request to speak to the General Manager directly by approaching the Campus Front Desk Team.

Residents can use the Campus Mobile Application to contact the Campus Team directly or make a report/disclosure.

Employees can make a disclosure or formal report to their Direct Line Manager, HR Manger or General Manager.

## **Response after a disclosure**

Upon receiving a communication of disclosure or an Incident Report of gender-based violence where the victim has identified themselves. Campus Perth will make contact with the victim on the same day.

Campus Perth will discuss available internal and external options so that the person can choose the next steps.

Campus Perth will assess risk and take all measures necessary to protect the safety of the victim, other residents and employees. Where the identified respondent is a resident or employee, this may include temporary relocation if they are a resident or adjusting work arrangements for employees.

Upon receiving an anonymous disclosure or anonymous report of gender-based violence, Campus Perth will take all reasonable steps within its control to address the behaviour and prevent further violence occurring based on information received.

Any sharing of personal information will comply with the Privacy Act 1988. Information will only be shared where required or authorised by law, where it is necessary to prevent a serious threat to the life, health or safety of any person, or where consent has been provided.

Employees have access to the Lifeskills Employee Assistance Program.

Campus Perth may conduct where appropriate a fair and timely investigation with outcomes that may include education, warnings, termination of residency or employment.

All records, information and reporting will be managed and retained in accordance with the GCPH Australia (CampusPerth) Privacy Policy and will be kept confidential.

Any information shared with the relevant Universities and Institutions will comply with GCPH Australia's (Campus Perth) obligation under the Privacy Act 1988.

**A copy of the full Gender-based Violence Prevention and Response Policy can be supplied on request**