

RESPECT AND RESPONSIBILITY

VICTORIA UNIVERSITY



PREVENTING VIOLENCE AGAINST WOMEN TEN POINT PLAN 2016–2019

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"AT VICTORIA UNIVERSITY WE HAVE ZERO TOLERANCE FOR VIOLENCE IN ANY FORM AND THIS INCLUDES VIOLENCE AGAINST WOMEN. WE UNDERSTAND THAT VIOLENCE AGAINST WOMEN WILL ONLY BE CURBED WHEN RELATIONSHIPS BASED ON **RESPECT** AND EQUALITY ARE CREATED BETWEEN MEN AND WOMEN.

WE ALSO RECOGNISE THAT, AS A PLACE OF TEACHING AND LEARNING WE HAVE THE **RESPONSIBILITY** TO CREATE AN ENVIRONMENT IN WHICH OUR STUDENTS CAN DEVELOP TO THEIR FULL POTENTIAL. THIS INCLUDES EDUCATING OUR STUDENTS IN THE NECESSARY BEHAVIOURS AND SKILLS TO REJECT VIOLENCE AGAINST WOMEN BOTH ON CAMPUS AND AS THEY PROGRESS INTO BROADER COMMUNITY LIFE."

Professor Peter Dawkins
Vice-Chancellor, Victoria University, 2016

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INTRODUCTION

VIOLENCE AGAINST WOMEN IS A VIOLATION OF HUMAN RIGHTS, IS ROOTED IN GENDER INEQUALITY AND IS BEST UNDERSTOOD AS THE RESULT OF:

1) UNEQUAL AND DISRESPECTFUL RELATIONSHIPS BETWEEN MEN AND WOMEN, AND RIGID STEREOTYPED GENDER ROLES AND IDENTITIES;

2) FACTORS THAT SUPPORT THE LEARNING OF VIOLENT BEHAVIOUR AND PERMIT VIOLENCE TO OCCUR WITHOUT CONSEQUENCE; AND

3) FACTORS THAT INTERACT WITH GENDER INEQUALITY TO SHAPE PARTICULAR PATTERNS OF VIOLENCE OR INCREASE THE RISK OF VIOLENCE OCCURRING, E.G. POVERTY, ALCOHOL CONSUMPTION. (VICHEALTH, 2009)

INSTITUTIONAL CONTEXT

Victoria University (VU) has a strong and proud history of promoting equity and human rights and in addressing issues of social injustice. This is reflected in the University's guiding vision which establishes VU as an open and inclusive institution with an unequivocal commitment to providing students, staff and the communities it serves with a safe education and employment environment that is built on fairness and respect.

To implement and promote this vision the University has developed specific policies, procedures and action plans which are based on our commitment to being fair, equitable and sensitive to the diverse needs of all of our staff and students in both policy and practice.

The University's Social Inclusion and Equity Plan, and the Equity and Diversity Policy establish the institutional blueprint within which plans and procedures promoting equity, fairness and respect are designed, delivered and monitored for effectiveness. The following principles of equity, diversity and social justice are the foundation stone for this policy and are integrated into all of the University's systems, policies and procedures:

- Fairness in the provision of University services and programs to students
- Fair access to educational opportunities at the University
- Fair opportunities for successful participation of students in University programs and services
- Opportunities for genuine participation in decision making for students
- Provision of a learning and work environment which is socially inclusive, values diversity and allows students to realise their full potential, where students are able to study and work effectively without fear of discrimination or harassment
- Protection of human rights of students and staff (VU Statement of Commitment 2016).
- As indicated in the figure on page 3, a range of procedures and action plans are linked to the University's Social Inclusion and Equity Plan, and the Equity and Diversity Policy. This includes the Preventing Violence Against Women Ten Point Plan.

INSTITUTIONAL COMMITMENT

Victoria University acknowledges the prevalence and impact of violence against women on individuals, communities and society and understands that as a public institution, it has a shared responsibility to support those who have experienced this violence.

It is also acknowledged that the University has a broader institutional role to play in the prevention of violence against women in order to ensure that our campus environments are safe and secure for all staff, students and visitors and that a culture of zero tolerance to all forms of violence, including violence against women, is created.

The University employs approximately 3,500 staff and enrolls in the vicinity of 44,000 students per annum. These students come from a diverse range of social, economic, cultural and religious backgrounds. As individual students can be studying for a number of years, the University has an opportunity to raise awareness of the unacceptable nature of violence against women and to educate students about the necessary behaviours and skills required to reject this violence, as they progress into broader community life.

Over the next three years the University will work with others including our partners, other educational providers, and the whole community to ensure that it responds appropriately to incidents of violence against women that are brought to the attention of staff, and the University is committed to making a contribution to the prevention of this violence across our campuses and at the broader community level.

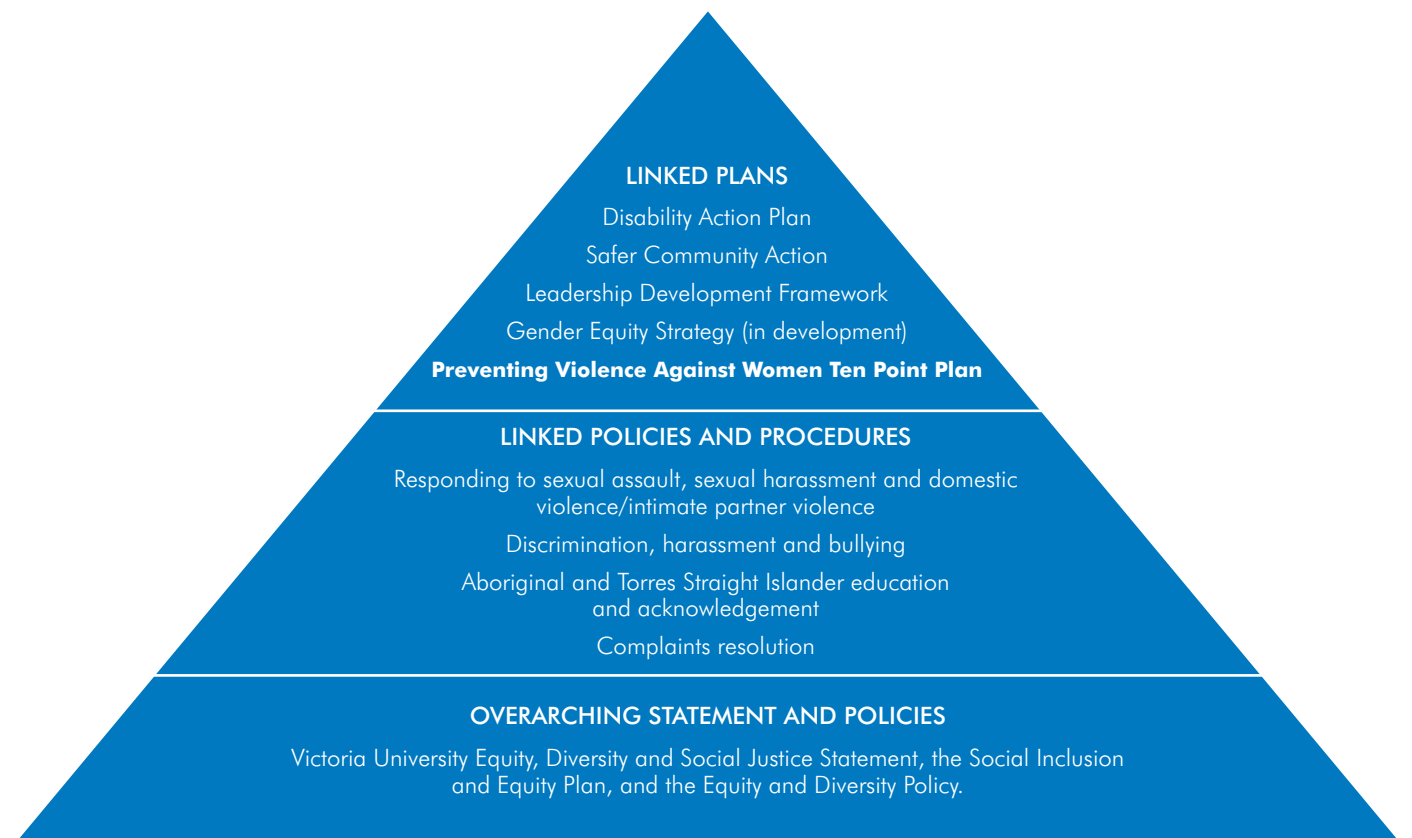
The University has created a substantial body of work designed to ensure its commitment to inclusiveness, fairness and safety is followed through. The Preventing Violence Against Women Ten Point Plan is an important aspect of this work. The Plan:

- Is based on the Framework for Action which outlines the evidence-based approach that the University will use to inform work in this area over the next three years. This framework draws on International best practice and is consistent with the framework developed by Our Watch, the National body responsible for leading policy and program development to prevent violence against women across Australia. (Our Watch 2015). The University framework is presented on pages 4–5 of this document.

- Has been developed with input from 1) staff and students who have been subjected to violence and 2) a reference group consisting of staff from across campuses as well as external experts.

This document summarises this work and indicates:

- The focus of University work in preventing violence against women over the next three years
- Actions that will be taken to address this issue
- The mechanisms that will be developed to support and implement the Ten Point Plan and
- The processes for the monitoring of outcomes.



FRAMEWORK UNDERPINNING ACTIVITY TO PREVENT VIOLENCE AGAINST WOMEN

What will be addressed: Some of the root causes of violence against women identified in the National Framework on the Prevention of Violence Against Women

Condoning of violence against women	Decision-making processes which exclude women	Stereotyped constructions of masculinity and femininity	Disrespect for women and male peer relationships that emphasise aggression
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Who is the Program for?

All students and staff of Victoria University

What activities will be undertaken? Our Ten Point Plan (detailed break down pg 10-14)

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Promote gender equity across the Institution. 2. Provide individual support to those affected by violence. 3. Further develop policies, procedures and codes of conduct to ensure that the expectations of both staff and students in responding to and preventing violence against women are clear. 4. Build staff and student knowledge and skills in issues pertaining to violence against women and its prevention. 5. Ensure safe campus environments for all students, staff and visitors.. | <ol style="list-style-type: none"> 6. Develop communications material to raise awareness of issues pertaining to violence against women and the role of men in taking action to prevent it. 7. Develop leadership roles of students and staff in contributing to the prevention of violence against women. 8. Develop academic leadership to support current and new research and teaching pertaining to violence against women. 9. Build partnerships with communities, the public and private sector to support collaborative action to prevent violence against women. 10. Monitor, evaluate and report on outcomes achieved. |
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Where will the activities take place?

All Victoria University campuses

OUTCOMES OF ACTIVITIES OVER THREE YEARS		
INDIVIDUAL LEVEL	ORGANISATIONAL LEVEL	COMMUNITY LEVEL
<p>Increased:</p> <ul style="list-style-type: none"> Engagement at the leadership level in activities to prevent violence against women. Staff knowledge of the underlying causes of violence against women. Understanding of and compliance with organisational policies, procedures and codes of conduct to promote equity to prevent violence against women. Staff and student engagement in bystander training and action. <p>Leadership forums available to staff and students.</p> <p>30 per cent of male staff and 20 per cent of students engaged in white ribbon activities.</p> <p>100 per cent of staff and students aware of support services available to those who have experienced violence.</p>	<ul style="list-style-type: none"> Whole of organisation audit undertaken to guide and monitor action to prevent violence against women. Co-ordinating and monitoring systems implemented. Students' preventing violence against women committee in place. Policies, procedures and codes of conduct to prevent violence against women implemented. Staff training on responsibilities in implementing preventing violence against women policies, procedures and programs delivered. Bystander training delivered to relevant staff and students. Cross-campus communications strategy on issues pertaining to violence against women developed and implemented. White Ribbon organisational accreditation achieved. Monitoring and sustainability strategies designed and implemented. 	<p>Joint initiatives with:</p> <ul style="list-style-type: none"> Our Watch White Ribbon Victoria Police Contracted suppliers National, state and local governments Other universities The VEO&HR Commission. <p>Violence against women tools and resources disseminated to other organisations.</p> <p>Stakeholders and community members aware of VU's commitment to the prevention of violence against women.</p> <p>Advocacy for required policy and program reform to prevent violence against women undertaken.</p>
ANTICIPATED LONG-TERM OUTCOMES		
INDIVIDUAL LEVEL	ORGANISATIONAL LEVEL	COMMUNITY LEVEL
<p>50 per cent of male staff and students participating in White Ribbon activity and all staff and students speaking out when confronted with behaviour and attitudes that underpin violence, sexism and discrimination.</p> <p>Female staff experiencing violence to access support services.</p>	<ul style="list-style-type: none"> Procedures, tools, resources, training and leadership activity embedded in the organisation. Systems in place to ensure an integrated and sustained approach to the promotion of equity to prevent violence against women. Increased number of women in senior roles. 	<p>Victoria University recognised as a leading organisation in the prevention of violence against women.</p> <p>Stakeholders and community members aware of the University's commitment to preventing violence against women.</p>

“WE OFTEN TALK ABOUT THIS ISSUE IN TERMS OF NUMBERS AND STATISTICS SO WE CAN BETTER UNDERSTAND THE MAGNITUDE OF THE PROBLEM. BUT I SOMETIMES THINK THIS TAKES US AWAY FROM THE REALITY OF SEEING WOMEN WITH BROKEN EYE SOCKETS, MISSING TEETH, BROKEN ARMS AND BROKEN SPIRITS.”

Ken Lay

Former Police Chief Commissioner,
White Ribbon Day, 2012

1. THE FOCUS OF THE STRATEGY

In order to ensure that the focus of the University's Preventing Violence Against Women Ten Point Plan was grounded in evidence, it was important for staff and students engaged in the reference group to become familiar with issues associated with this form of violence. The following section of this document identifies the result of this process.

1.1 A FOCUS ON VIOLENCE AGAINST WOMEN

Violence against women is defined as:

Any act of gender-based violence that results in or is likely to result in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty whether occurring in public or private life (United Nations, 1993).

Violence perpetrated against women is widely acknowledged as being one of the most significant issues which needs to be addressed by governments and the wider community, as we move further into the twenty-first century. Intimate partner violence (IPV) and non-partner sexual assault (NPSA) are the most commonly reported forms of violence against women and can be perpetrated by both men and women. Both men and women can also be the victims of these forms of violence.

However, the University's Preventing Violence Against Women Ten Point Plan focuses on violence against women. This is because women are the majority of victims and men are the majority of perpetrators (UNICEF, 2014b; Australian Bureau of Statistics, 2013; Heise and Fulu, 2014, WHO 2010).

Physical violence occurring between men, homophobic or racially-motivated violence are equally serious issues and these forms of violence are covered by the University's broader work, as indicated in the figure on page 3 of this document.

1.2 A FOCUS ON INTIMATE PARTNER VIOLENCE, NON-PARTNER SEXUAL ASSAULT AND SEXUAL HARASSMENT

The magnitude of this issue is evident when we see that 39 per cent of women over the age of 18 have experienced violence by a man since the age of 15 (ABS 2013). One in six has been subjected to intimate partner violence (IPV). One in five Australian women have experienced sexual violence and one in three women have been sexually harassed (VicHealth 2014).

Based on the data available, IPV, NPSA and sexual harassment are among the most prevalent forms of violence against women globally. These forms of violence have serious consequences for women and their children, as well as for communities and nations.

1.3 A FOCUS ON ADDRESSING THE ROOT CAUSES OF VIOLENCE AGAINST WOMEN.

In keeping with the National Framework developed by Our Watch and its partners, the University's Preventing Violence Against Women Ten Point plan is grounded in the understanding that gender inequality must be addressed if efforts to prevent violence against women are to succeed. This includes addressing some of the root causes of violence against women, which are articulated in the National Framework as follows.

1. Attitudes which condone violence against women
2. Decision-making processes which exclude women
3. Stereotyped constructions of masculinity and femininity
4. Disrespect for women and male peer relationships that emphasise aggression (Our Watch 2016).

1.4 A FOCUS ON RESPONDING TO AND PREVENTING VIOLENCE AGAINST WOMEN

While it is critical that Victoria University responds appropriately to women experiencing violence, it is also important that the University joins with Australian governments and other organisations operating across all spheres of community life to simultaneously direct efforts toward the prevention of violence against women, before it occurs. This ultimately means working toward the cultural change required where violence against women is deemed unacceptable (Powell, Sandy and Findling 2015).

1.5 A FOCUS ON BOTH STAFF AND STUDENTS

Victoria University is a workplace for staff and a place of education for students, many of whom originate from diverse backgrounds. We acknowledge our responsibility as an employer to ensure that the work environment is equitable and safe. We also acknowledge that for students to attain their full potential they need to learn in an environment that has zero tolerance to violence in any form.

The University will adopt best practice workplace and education measures to respond to and prevent violence against women and will ensure that strategies developed are cognisant of the needs of students and staff from diverse cultural backgrounds.

1.6 A FOCUS ON WORKING WITH OTHERS AND TAKING RESPONSIBILITY TO ADDRESS VIOLENCE AGAINST WOMEN

Women can experience violence in the home, at the hands of a man known to them, and the impacts of this violence are spread across our community. They can also experience sexual assault and sexual harassment either at the University or in a community setting. Ending violence against women, whether it be intimate partner violence, sexual assault or sexual harassment, requires action from the whole community including social change implemented through public institutions such as Victoria University. Consequently the University will undertake stand-alone action as well as working with others to prevent violence against women.

1.7 A FOCUS ON MULTIPLE ACTIONS WHICH REINFORCE OUTCOMES

In order to respond to and prevent violence against women, best practice indicates that a range of methods need to be employed which, when combined, result in improved outcomes (United Nations 2015). The University will adopt a multi-method approach to this work with each individual area of activity operating to reinforce the objectives. These activities are articulated in section 2 of this document.

“WE NOW KNOW ABOUT THE PREVALENCE OF VIOLENCE AGAINST WOMEN AND THE DEVASTATING IMPACT THAT THIS VIOLENCE HAS ON BOTH INDIVIDUALS AND OUR COMMUNITY IN GENERAL.

WE ALSO HAVE THE TOOLS AT HAND TO PREVENT THIS VIOLENCE. THE ONLY THING LEFT TO DO IS TO ACT.”

Professor Michele Grossman
Victoria University, 2016

2. ACTIONS TO BE IMPLEMENTED:

VICTORIA UNIVERSITY'S TEN POINT PLAN

In keeping with the preventing violence against women framework for action, over the next three years the University will:

1. Promote gender equity across the Institution.
2. Provide individual support to those affected by violence.
3. Further develop policies, procedures and codes of conduct to ensure that the expectations of both staff and students in responding to and preventing violence against women are clear.
4. Build staff and student knowledge and skills in issues pertaining to violence against women and its prevention.
5. Ensure safe campus environments for all students, staff and visitors.
6. Develop communications material to raise awareness of issues pertaining to violence against women and the role of men in taking action to prevent it.
7. Develop leadership roles of students and staff in contributing to the prevention of violence against women.
8. Develop academic leadership to support current and new research and teaching pertaining to violence against women.
9. Build partnerships with communities, the public and private sector to support collaborative action to prevent violence against women.
10. Monitor, evaluate and report on outcomes achieved.

THE TEN POINT PLAN: ACTIONS IN DETAIL

Victoria University will employ a suitably qualified Senior Program Manager to oversee and co-ordinate the activities identified below.

2.1 FOCUS ON PROMOTING GENDER EQUITY ACROSS THE INSTITUTION

In keeping with the University Equity and Diversity Policy and Gender Equity Strategy, in 2016:

- The Provost and Deputy Vice-Chancellor will convene a committee responsible for the development of a University gender equity action plan.
- Reference to the institutional commitment to gender equity will be included in the University's strategic and corporate plans.
- Women's achievements at the University will be formally acknowledged through Vice-Chancellor awards and citations, alumni stories and the Vice-Chancellor and Chancellor lecture series.
- In accordance with the Australian Government "Work Place Gender Equity Agency" compliance reporting, data will be collected which assists in monitoring the number of women who are appointed to executive, senior management, academic and research and traditionally male dominated positions and set future targets if required.
- Data will be collected, via the University's Gender Pay survey which assists in monitoring the pay scales of staff and identify any gender imbalances in remuneration.
- Consultation will be undertaken with staff via the University's Your Voice survey, which aims to identify issues of concern to staff. The data will then be reviewed to identify particular concerns of both men and women.

- Regular reports will be provided to the National Health and Medical Research Council (NH&MRC) regarding gender equity compliance in relevant departments.
- Staff will be informed about and have access to flexible work arrangements via the University leave policy and procedures.
- The staff code of conduct and student charter will be reviewed to ensure the inclusion of a clear statement that all employees and students will be treated with fairness, dignity and respect and that violence in any form will not be tolerated.
- Material that is sexist or discriminatory or which stereotypes women or men will be prohibited from being placed in University facilities.
- The University childcare services, parenting rooms, showers, and toilets will be maintained and accessible to women and others with special needs.

Subsequent to this:

- Mechanisms to ensure active recruitment of women to executive, senior management, academic and research and traditionally male dominated roles within the University will be further developed.
- In keeping with NH&MRC regulations, the University will actively support and professionally skill women to take up positions of authority, management and academic leadership.
- A program to support and mentor women who are working in male-dominated work areas will be considered.

“EDUCATION PROGRAMS THAT FOCUS ON TEACHING YOUNG PEOPLE HOW TO COMMUNICATE ABOUT CONSENT, AND WHICH PROMOTE MUTUAL RESPECT IN RELATIONSHIPS, ARE IMPORTANT FOR GETTING IN FRONT OF THE KINDS OF BEHAVIOURS AND ATTITUDES THAT COULD LEAD TO VIOLENCE AGAINST WOMEN.”

Dr Melanie Heenan

Executive Director, Court Network, 2014

2.2 PROVIDE INDIVIDUAL SUPPORT TO THOSE AFFECTED BY VIOLENCE

In 2016:

- The University Contact Officer Network will be further developed to ensure staff are available to provide information and support to those wishing to or considering disclosing experiences of sexual harassment.
- The Program Manager will contract the services of a counsellor/advocate to act as a central contact point in the provision of information, support and advocacy for those considering or lodging a sexual harassment complaint.
- A staff member will be nominated to review student services counselling policies to ensure a standardised and high quality approach to service delivery to victims of sexual harassment, intimate partner violence and sexual assault.
- Student Services will oversee the development and documentation of relationships and referral protocols with Victoria Police and local support services to ensure appropriate referral systems for crisis intervention and ongoing support is available to those experiencing violence.

2.3 FURTHER DEVELOP POLICIES, PROCEDURES AND CODES OF CONDUCT TO ENSURE THAT THE EXPECTATIONS OF BOTH STAFF AND STUDENTS IN RESPONDING TO AND PREVENTING VIOLENCE AGAINST WOMEN ARE CLEAR

In 2016 the Program Manager will convene a working group to review and further develop relevant University procedures and operating plans which clarify the staff roles and responsibilities. This includes review of current disciplinary procedures and development of:

- Responding to Sexual Assault on Campus procedure
- Responding to Sexual Harassment on Campus procedure
- Responding to Intimate Partner violence procedure
- Preventing Violence Against Women Communications Plan
- Preventing Violence Against Women Staff Training Plan
- Plan to support Bystander action to prevent violence against women

Subsequent to this:

- The Program Manager will convene a working group to further develop a confidential and centralised system to support co-ordination of activity relevant to 1) the reporting of incidents and 2) supporting of those experiencing domestic violence and sexual assault.
- An application for Victoria University to be accredited as a White Ribbon Organisation will be lodged.

2.4 BUILD STAFF AND STUDENT KNOWLEDGE OF ISSUES PERTAINING TO VIOLENCE AGAINST WOMEN AND ITS PREVENTION

In 2016:

- The Safety Officer will develop and co-ordinate delivery of a training program to ensure relevant managers and senior staff have an understanding of 1) violence against women, 2) appropriate responses to those experiencing violence and 3) activities that can be undertaken to prevent this violence including bystander approaches.
- Material will be disseminated which assists staff to support victims of violence and take bystander action to prevent it.
- A student will be employed to convene a student Preventing Violence Against Women Committee to plan and implement activities which raise students' awareness of issues pertaining to violence against women and the unacceptable nature of this crime. This includes development and dissemination of resources and the staging of events such as forums, workshops, film screenings and White Ribbon Day activities.

Subsequent to this:

- Members of the student Committee will be provided with bystander training in order to instil confidence in taking action to prevent violence against women.
- The safety officer will develop and co-ordinate ongoing staff training program to be delivered in 2017 and 2018. This includes contracting of external providers to deliver course material.
- The student Preventing Violence Against Women Committee will be further developed to ensure expansion of activity in 2017 and 2018.

2.5 ENSURE SAFE CAMPUS ENVIRONMENTS FOR ALL STUDENTS, STAFF AND VISITORS

In 2016:

- Service delivery protocols will be developed with University Lodge with agreements being reached on 1) the provision of staff training relevant to the management of sexual assault and sexual harassment complaints, 2) recording of complaints and 3) referral procedures for those requiring the services of Victoria Police, Student Services or local support services.
- The University will review security service contracts with external providers to ensure that services delivered are in keeping with the University's policies relevant to responding to incidents of violence against women.
- The role of contracted security staff in managing reports of sexual assault and breaches of intervention orders will be made explicit.
- In keeping with a recent review of campus systems relevant to the prevention of sexual assault, a further review of security services will be undertaken to assess 1) additional measures that need to be taken to address perceptions of danger existing on campus and 2) costs associated with work required.
- A free, after hours shuttle bus service will continue to be made available to students and staff traveling between the campus and main transport hubs after hours.

Subsequent to this:

- Recommendations contained in the review of security systems will be considered for action.

2.6 DEVELOP COMMUNICATIONS MATERIAL TO RAISE AWARENESS OF ISSUES PERTAINING TO VIOLENCE AGAINST WOMEN AND THE ROLE OF MEN IN TAKING ACTION TO PREVENT IT

In 2016 a communication plan and associated resources will be developed which:

- Advises students, staff and the wider community of the University's commitment to the prevention of violence against women. This includes dissemination of the Preventing Violence Against Women Ten Point Plan.
- Advises students and staff of 1) what constitutes violence against women, 2) the University's commitment to the prevention of violence against women, 3) processes for reporting incidents of violence and 4) support services available to those affected by violence.
- Outlines expectations on how staff and students will be treated and consequences for breaches.
- Presents information on gender equity and preventing violence against women in languages other than English (to achieve this, a partnership will be developed with AMES Australia).
- Advises staff and students of mechanisms being developed to support their participation in activities.
- Provides detailed information outlining University policies, procedures and expectations regarding preventing violence against women in forums accessed by prospective students and their families both in Australia and overseas.
- All internal and external communication materials will be free of content that is sexist or discriminatory, or which stereotypes women or men.
- A regular audit will be undertaken to ensure that communication regarding issues pertaining to violence against women are visible in University facilities.

2.7 DEVELOP LEADERSHIP OF STUDENTS AND STAFF IN CONTRIBUTING TO THE PREVENTION OF VIOLENCE AGAINST WOMEN

In 2016:

- The Contact Officer Network will be further developed to afford staff the opportunity to provide information and support to those wishing to or considering disclosing experiences of sexual harassment. Appropriate training will be afforded these staff.
- Participation in public speaking, community events and the government policy reform process relevant to preventing violence against women will be initiated and maintained.
- The student Preventing Violence Against Women Committee will be supported to undertake leadership activities and develop skills and knowledge pertaining to violence against women and its prevention.

Subsequent to this:

- Incentives will be developed which encourage 1) male and female students and staff to take internal leadership roles to support activity related to the prevention of violence against women and 2) male staff and students to become white ribbon ambassadors.
- University staff, with the assistance of the Program Manager will create and deliver public presentations on the work of the University in responding to and preventing violence against women.

2.8 DEVELOP ACADEMIC LEADERSHIP TO SUPPORT CURRENT AND NEW RESEARCH AND TEACHING ENDEAVOURS PERTAINING TO VIOLENCE AGAINST WOMEN

In alignment with the University's research priorities, over the next three years:

- Opportunities for furthering research and curriculum activity pertaining to gender equity and violence against women will be explored.
- Opportunities to undertake collaborative research will be identified.
- Liaison will take place with the Victorian Government and field service providers to ascertain the potential role the University may play in strengthening workforce practice to responding to and preventing violence against women including:
 - » development of undergraduate course curriculum
 - » development and delivery of VET courses
 - » development and delivery of cross sector accredited VAW courses
 - » development of cross sector professional development courses.
- Consideration will be given to the appointment of a Research Network Convener to document current research and course curriculum taking place which focuses on issues pertaining to gender equity and violence against women and work with academic staff to strengthen this work across disciplines.

2.9 BUILD PARTNERSHIPS WITH COMMUNITIES, THE PUBLIC AND PRIVATE SECTORS TO SUPPORT COLLABORATIVE ACTION TO PREVENT VIOLENCE AGAINST WOMEN

In 2016:

- The University will work with local, state and national organisations and governments to change cultures, attitudes and behaviours which condone or trivialise violence against women.
- Partnerships will be developed and maintained with Our Watch, White Ribbon, the Western Region Preventing Violence Against Women Steering Committee and other key stakeholders.
- Program tools, resources, evaluation reports and other materials will be disseminated to key stakeholders.
- Key stakeholder liaison will be co-ordinated and resourced by the Program Manager.

Subsequent to this:

- The University will ensure that its commitment to preventing violence against women is reflected in all contracts with external providers and note that they, in their work, must adhere to the University policies and procedures.

2.10 MONITORING AND REPORTING ON OUTCOMES ACHIEVED

In 2016 the Senior Program Manager will:

- Work with the preventing violence against women reference group and working group to develop a monitoring framework to capture the outcomes of activities associated with the Ten Point Plan.
- Liaise with potential funding partners to secure resources to appoint a Monitoring and Evaluation Officer to capture and document outcomes achieved in implementation of the Ten Point Plan.

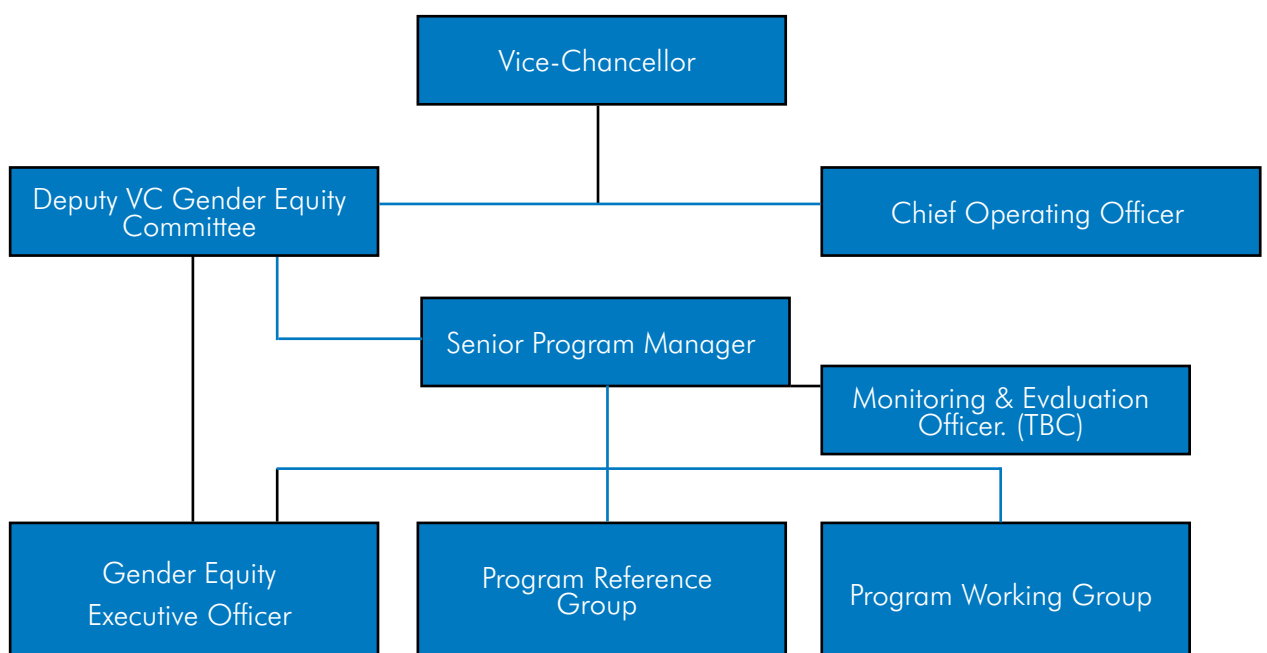
3. MECHANISMS TO SUPPORT STRATEGY IMPLEMENTATION

In 2016:

- The Vice-Chancellor will continue to be the sponsor of the University’s broader work in the equity and social inclusion arena.
- The Provost and Deputy Vice-Chancellor will convene a Committee focusing on the promotion of gender equity across the University including overseeing implementation of Action One of the Ten Point Plan. An Executive Officer will be recruited to support the work of this committee.
- The Chief Operating Officer will ensure that the Preventing Violence Against Women Ten Point Plan, is implemented across the institution.
- A Senior Program Manager will be appointed to work with the Chief Operating Officer, a senior cross-organisational reference group and a staff working group to ensure that planning, co-ordination, implementation and monitoring activities and outcomes are achieved.

Figure 1. Mechanisms to support strategy implementation.

Accountable —————
 Working relationship ————



“MILLIONS OF WOMEN AND GIRLS AROUND THE WORLD ARE ASSAULTED, BEATEN, RAPED, MUTILATED OR EVEN MURDERED IN WHAT CONSTITUTES APPALLING VIOLATIONS OF THEIR HUMAN RIGHTS.

WE MUST FUNDAMENTALLY CHALLENGE THE CULTURE OF DISCRIMINATION THAT ALLOWS THIS VIOLENCE TO CONTINUE.”

UN Secretary-General Ban Ki-moon

International Day for the Elimination
of violence against women 2013

GLOSSARY

Culture: Distinctive patterns of values, beliefs and ways of life of a group of people. This can be a group that share a common characteristic such as gender, ethnicity or race. It can also apply to a range of social entities such as organisations, or communities or groups with a common interest or shared geographic origin. Culture is a dynamic concept that is influenced by environmental, historical, political, geographical, linguistic, spiritual and social factors. The term 'culture' is used in this broad sense. This is in contrast to some other contexts in which it is used interchangeably with race or ethnicity.

Discrimination: means treating someone unfairly or less favourably because of a characteristic such as their sex, race, age, socio-economic status, sexuality of level of ability.

Equity: Fair treatment to ensure that people from all groups in society have the opportunity to participate successfully in post-secondary education.

Gender inequality: Socially constructed distinctions between men and women; the unequal treatment of women and men in laws and policies, and unequal access to resources and services within families, communities and society.

Gender equality: The concept that all human beings, regardless of sex, are free to develop their personal abilities, pursue their professional careers and make choices without the limitations set by stereotypes, rigid gender roles and prejudices.

Human rights: Rights inherent to all human beings, regardless of nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. We are all equally entitled to our human rights without discrimination. These rights are all interrelated, interdependent and indivisible.

Intimate partner violence (IPV): Any behaviour by a man or a woman in an intimate relationship (including current or past relationships) that causes physical, sexual or psychological harm to the other person in the relationship. This is the most common form of violence against women. IPV may sometimes be referred to as 'domestic violence' or 'family violence', although these terms also encompass violence by and against other family members.

Non-partner sexual assault (NPSA): Sexual violence perpetrated by people such as strangers, acquaintances, friends, colleagues, peers, teachers, neighbours and family members.

Preventing violence against women: Addressing violence against women involves a continuum of interdependent and mutually reinforcing interventions. While they are conceptualised in different ways by different organisations, the following continuum is used in the National Framework for the Prevention of Violence Against Women.

1. Preventing violence before it occurs by addressing the underlying drivers of violence against women.
2. Secondary prevention or early intervention which aims to change the trajectory for individuals at higher than average risk of perpetrating or experiencing violence against women.
3. Tertiary prevention of response supports survivors and holds perpetrators to account with the aims of preventing recurrence of violence against women. (that is, preventing women from being re-victimised and men from perpetrating further violence).

Root cause: A cause that underlies and is responsible for initiating a problem, herein gender inequality as a root cause of violence against women. The root cause is not necessarily the only or even the main cause. However it is typically a necessary condition for the problem to occur, and needs to be considered, along with other factors.

Sexism: Discrimination based on gender, and the attitudes, stereotypes and cultural elements that promote these discriminations.

Sexual harassment: Unwelcome sexual behaviour. It involves behaviour that could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written.

Sexual violence: Sexual activity that occurs where consent is not obtained or freely given. It occurs any time a person is forced, coerced or manipulated into any unwanted sexual activity, such as touching, sexual harassment and intimidation, forced marriage, trafficking for the purpose of sexual exploitation, sexual abuse, sexual assault and rape.

Social inclusion: A program of measures to overcome social exclusion and promote social justice. Victoria University's social inclusion strategies work in partnership with the community and contribute towards reducing disadvantage, increasing the ability of people to participate in the life and work of the community and to have their voices heard.

Social justice: The attainment of a more equitable society, to which the University contributes through the transforming power of education.

Social norm: A contributing factor and social determinant of certain practices in a community that may be positive and strengthen its identity and cohesion or may be negative and potentially lead to harm. It is also a social rule of behaviour which members of a community or organisation are expected to observe. This creates and sustains a collective sense of social obligation and expectation that conditions the behaviour of individual community or organisational members, even if they are not personally in agreement with the practice. If individuals reject the social norm they can risk ostracism, shunning and stigmatisation. This marginalisation may include the loss of important economic and social support and social mobility. Conversely, if individuals conform to a social norm, they expect to be rewarded, for example, through inclusion and praise. Changing social norms that underlie and justify violence and harmful practices requires that such expectations are challenged and modified (adapted from United Nations, 2014, p. 14).

Violence against women (VAW): Any act of gender-based violence that results in or is likely to result in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty whether occurring in public or private life (United Nations, 1993).

Violence-supportive/violence-tolerant: Describes attitudes, behaviours or social norms that justify, excuse, minimise or trivialise violence against women, or blame or hold women at least partly responsible for violence perpetrated against them. It is not suggested that these in themselves necessarily indicate a 'violence-proneness' or reflect a preparedness to openly condone violence against women. However, they can create a culture in which VAW is at best not clearly condemned and at worst condoned or encouraged (adapted from VicHealth, 2014).

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“THE EVIDENCE IS CLEAR – VIOLENCE AGAINST WOMEN IS LINKED TO GENDER INEQUALITY. THEREFORE, WE MUST ADDRESS THE NORMS AND BEHAVIOURS THAT SUPPORT RIGID GENDER ROLES AND STEREOTYPES.

YOU DO NOT HAVE TO BE A CEO, A POLICE COMMISSIONER OR AN ELECTED REPRESENTATIVE TO TAKE THE LEAD AGAINST DOMESTIC AND FAMILY VIOLENCE.”

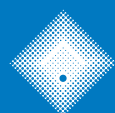
Natasha Stott Despoja AM

Australian Ambassador for Women and Girls, 2014

[FAMILY VIOLENCE] IS AN ENTRENCHED EPIDEMIC THAT WE'VE LIVED WITH SINCE TIME BEGAN, SO WE'VE GOT A LONG WAY TO GO. BUT I DO BELIEVE THE TIDE IS TURNED. IT'S NO LONGER A SUBJECT THAT ONLY OCCURS BEHIND CLOSED DOORS.

Rosie Batty

Australian of the Year, 2015



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