

Policy Name Gender-Based Violence Prevention and Response Policy

Effective Date January 1, 2026

Approved By Beatty Lodge Management

Review Date December 2026 (Annually)

1. Scope and Purpose

1.1 Scope

This policy applies to all residents, staff (including contractors), and visitors of Beatty Lodge premises. It covers all instances of Gender-Based Violence (GBV), regardless of where the incident occurred, if it impacts the safety, and well-being, of a Beatty Lodge resident or team member.

1.2 Purpose

The purpose of this policy is to:

1. Establish a clear, trauma-informed framework for preventing and responding to GBV within the Beatty Lodge community.
2. Ensure compliance with relevant legislation and the principles outlined in the National Higher Education Code to Prevent and Respond to Gender-based Violence.
3. Foster a culture of respect, safety, accountability, and consent.

2. Definitions

Term	Definition
Gender-Based Violence (GBV)	Any harmful act or threat directed at an individual or group based on their gender, gender identity, or gender expression. This includes, but is not limited to, sexual assault, sexual harassment, domestic and family violence, stalking, and technology-facilitated abuse.
Sexual Harassment	Any unwelcome conduct of a sexual nature that a reasonable person would anticipate would make a person feel offended, humiliated, or intimidated.
Consent	Freely and voluntarily given, continuous, enthusiastic, informed, and retractable. Silence or lack of resistance is not consent.
Survivor/Victim	An individual who has experienced an act of GBV.
Disclosure	The sharing of information about an experience of GBV with a staff member or resident. Disclosure does not automatically trigger a formal report or investigation, unless required by law.
Report	A formal notification of an alleged GBV incident to Beatty Lodge management or police, which may initiate an investigation under Section 4.

3. Prevention and Education

3.1 Mandatory Training

All staff must complete mandatory, evidence-based training on GBV prevention, sexual consent, bystander intervention, and the details of this policy within 30 days of commencement. This training forms part of the as part of the standard induction and onboarding process.

All residents must acknowledge zero-tolerance policy for gender-based violence, sexual harassment and coercive control upon check-in, and complete the Respectful Relationships training/additional reading emailed to them within 14 days.

3.2 Awareness Campaigns

Beatty Lodge commits to running ongoing, visible campaigns to promote a culture of respect and consent, and to challenge harmful stereotypes and behaviours. This includes clear signage detailing this policy and how to seek support.

3.3 Clear Communication

Key information regarding support services, reporting options, and consent education will be prominently displayed in common areas, on the Beatty Lodge website, and included in resident handbooks.

4. Response and Reporting

4.1 Trauma-Informed Approach

All Beatty Lodge staff engaging with a survivor or victim of GBV will adopt a trauma-informed approach, ensuring that interactions are sensitive, respectful, non-judgemental, and focused on the safety and needs of the individual.

4.2 Confidentiality and Privacy

All disclosures will be handled with the utmost confidentiality. Information will only be shared on a need-to-know basis (e.g., immediate safety planning, professional support) and only with the explicit consent of the survivor, unless required by law (e.g., threat of immediate harm to self or others, mandatory reporting requirements for minors).

4.3 Reporting Options

Beatty Lodge offers three reporting pathways:

Pathway	Description	Response
1. Confidential Disclosure	Sharing the experience with a designated support staff member (e.g., Lodge Manager or Reception Staff) without initiating a formal investigation.	Immediate safety planning, referral to external support services, and no formal record identifying the survivor/perpetrator is kept by the Lodge.
2. Formal Report to Lodge	A written or verbal report to Beatty Lodge management requesting the Lodge to initiate an investigation and disciplinary process under this policy.	Immediate risk assessment, interim measures, formal investigation, and potential disciplinary action against the perpetrator.
3. External Report (Police/Emergency)	Reporting directly to the Police or emergency services.	The Lodge will offer full practical support (e.g., connecting to police, transport) and coordinate internal action only upon the survivor's explicit request.

4.4 Immediate Support and Interim Measures

Upon a disclosure or report, Beatty Lodge will immediately offer and implement, where requested, interim measures to ensure the survivor's safety and well-being. These may include:

- Emergency accommodation transfer (within the Lodge).
- Temporary no-contact directives or restraining orders between parties.
- Referral to external counselling or legal services (see Appendix A).

5. Investigation and Disciplinary Action

5.1 Fair Process

Any formal investigation under this policy will be:

- Impartial:** Conducted by trained, impartial personnel.
- Timely:** Completed as quickly as possible, noting the sensitive nature of the case.
- Equitable:** Both the complainant and the respondent will be treated fairly and given an opportunity to be heard, with equal access to support persons.
- Trauma-Informed:** The process will minimise re-traumatisation and will not rely solely on police findings or criminal outcomes.

This is the same process that is used for critical incidents.

5.2 Disciplinary Sanctions

If a finding of a breach of this policy is made, sanctions will be applied relative to the severity of the misconduct. Sanctions for residents may include:

- Written warning.
- Mandatory education/counselling.
- Suspension from the Lodge.
- Immediate termination of the residency contract and permanent exclusion from the Lodge.

Staff misconduct will be handled in accordance with employment law and may result in immediate dismissal.

6. Support Services (Appendix A)

All staff must provide the survivor with information on, and assistance accessing, professional support services immediately upon disclosure.

Immediate Danger	Life threatening emergencies: 000
	Police – Non-emergency: 131 444
	Lodge Manager (24 hours): 0417 988 373

1800RESPECT: 1800 737 732 (24/7 National Line)

Specialised Support Full Stop Australia: 1800 385 578

QLife (LGBTQIA+): 1800 184 527 (3pm – Midnight)

Accommodation Support	Lodge Manager (Business Hours): 0417 988 373
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7. Policy Review

This policy will be reviewed annually by Beatty Lodge Management in consultation with external GBV experts and resident representatives to ensure its ongoing effectiveness, relevance, and compliance with the National Higher Education Code.