



GENDER-BASED VIOLENCE PREVENTION AND RESPONSE POLICY

Policy	Gender-Based Violence Prevention and Response Policy
Company	Journal Student Living Pty Ltd (Journal)
Applicable to whom	All Journal Student Living Employees
Manager approval signature	Chief Executive Officer
Distribution list	All Journal Student Living Employees
Created by	Rachel Olsen
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Reference Documents	Gender-Based Violence Procedure Whole of Organisation Gender-Based Violence Plan SOP Student Incident Reporting SOP Welfare and Disciplinary
Attachments	As referenced in body of document

1.0 PURPOSE

This document establishes the commitment of Journal Student Living (Journal) to prevent gender-based violence and provide support to those affected by it. Journal is committed to providing a safe working and living environment for residents, employees, contractors, volunteers, and guests.

2.0 REVISION TABLE

Version	Date	Description of Change	Compiled	Authorised
01	19/04/2026	Created in collaboration with Equality Partners as part of Journal Student Living's response to the implementation of the National Higher Education Code to Prevent and Respond to Gender-based Violence 2025	Equality Partners Rachel Olsen	

2.0 SUPPORT FOR PEOPLE AFFECTED BY GENDER-BASED VIOLENCE

Anyone affected by gender-based violence can contact **1800RESPECT** (1800 737 732) for information, support and advice. This service operates 24 hours a day, 7 days a week.

3.0 RESPONSIBILITIES

The Chief Executive Officer or delegate maintains and implements this policy.

All residents, employees, guests, volunteers and contractors of Journal are required to:

- refrain from engaging in gender-based violence
- promote respectful cultures and practices
- complete mandatory training to develop skills necessary to support a respectful, safe and inclusive community
- comply with reporting and record-keeping obligations as required.

4.0 SCOPE

This policy applies to the conduct of residents, employees, contractors and volunteers of Journal at all times.

The Child Safety Policy takes precedence over this policy to the extent of any inconsistency regarding harm to children.

5.0 PRINCIPLES

Gender-based violence is violation of human rights and is unacceptable.

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

6.0 UNDERSTANDING GENDER-BASED VIOLENCE

Gender-based violence means any form of physical or non-physical violence, harassment, abuse or threats, based on gender, that results in, or is 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
- physical assault
- emotional/psychological abuse
- economic/financial abuse
- religious or spiritual abuse
- stalking and harassment
- coercive control
- technology-facilitated abuse (including image-based abuse)
- systems abuse
- modern slavery, human trafficking and forced marriage
- femicide or homicide
- harmful practices that put sexual and reproductive health and rights at risk (such as stealthing).

Gender-based violence is both a cause and consequence of gender inequality. Journal recognises that most people that experience this violence are women and LGBTIQ+ people, and most people who use this violence are men.

There are four expressions of gender inequality that drive violence against women:

- condoning of violence against women
- men's control of decision-making and limits to women's independence in private and public life
- rigid gender norms and harmful stereotypes of masculinity and femininity
- male peer relations that emphasise disrespect toward women.

There are several factors that reinforce violence against women:

- condoning of violence in general
- exposure to and experience of violence
- weakening of pro-social behaviour (for example, the misuse of alcohol)
- resistance to and backlash against gender equality.

The drivers of violence against LGBTIQ+ people are closely linked to the drivers of violence against women and include:

- rigid gender norms
- cisnormativity (the belief that people fit into two distinct genders, male and female, and that these align with the sex assigned at birth)
- heteronormativity (the belief that everyone is, or should be, heterosexual and that other sexualities or gender identities are unhealthy, unnatural or a threat to society).

Journal recognises that different forms of inequality and discrimination — including racism, ableism, homophobia and transphobia — intersect with gender inequality, increasing the likelihood and severity of violence for particular groups of people. First Nations women, women with disability, women from culturally and linguistically diverse backgrounds, and people of diverse sexual orientation and gender identity experience violence more frequently, and often more severely, than others.

7.0 DISCLOSURES AND COMPLAINTS

A disclosure is when someone provides information to Journal about an experience of gender-based violence. Disclosures can be made by the person who experienced the behaviour or a third party, such as a bystander or witness. The person disclosing may be seeking support or advice and may or may not want to make a complaint.

You can make a complaint of sexual harm or gender-based violence if you would like Journal or your place of study to investigate or to take specific action, regardless of the context in which the conduct occurred. You can choose whether Journal leads the investigation, or your place of study.

A person can choose whether they want to remain anonymous or identify themselves when they make a disclosure or formal report.

8.0 WAYS TO MAKE A DISCLOSURE OR FORMAL REPORT

Residents can make an anonymous or non-anonymous disclosure or complaint via the StarRez portal on the Respect at Journal page, or by scanning QR codes around the facility.

Employees can make an anonymous or non-anonymous disclosure or formal report via the staff intranet page.

Third parties (for example members of the public, contractors, guests) can make an anonymous or non-anonymous disclosure or formal report via the Journal website at [Respect at Journal | Safe & Inclusive Student Living](#).

9.0 PREVENTING GENDER-BASED VIOLENCE

Journal will deliver education, training and initiatives across the organisation to help prevent gender-based violence. These activities will challenge factors that drive and contribute to gender-based violence.

These activities will also challenge other forms of discrimination – including but not limited to racism, homophobia, transphobia and ableism – that intersect to shape people's experiences of gender-based violence.

To reflect Journal's large international student population, prevention activities will specifically address racism as well as cultural norms that are not underpinned by principles of gender equality, diversity and inclusion.

10.0 RESPONDING TO GENDER-BASED VIOLENCE

Journal recognises that making a disclosure or complaint of gender-based violence can be traumatic, and the response a person receives plays a key role in their recovery and healing.

In responding to gender-based violence, Journal will take a person-centred and trauma-informed approach. This means the needs and preferences of the person disclosing will be genuinely considered as part of decision-making while ensuring their safety. It also means that risks of re-traumatisation will be minimised to the greatest extent possible.

This policy should be read in conjunction with the Gender-based Violence Procedure, which provides information on steps Journal will take following receipt of a disclosure or formal report of gender-based violence.

11.0 COMPLIANCE

A person who engages in gender-based violence will be in breach of this policy, which may result in disciplinary action. Depending on the nature and impact of the breach, other actions may also be instigated. Conduct that constitutes gender-based violence will be handled in accordance with the Gender-based Violence Procedure.

12.0 RELEVANT LEGISLATION

This policy supports Journal's obligations under the:

- The Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Act 2025 (Cth) and National Higher Education Code to Prevent and Respond to Gender-based Violence 2025.
- Sex Discrimination Act 1984
- Child Wellbeing and Safety Act 2005 (Vic).

13.0 DEFINITIONS

Coercive control	Coercive control is often a significant part of a person's experience of family and domestic violence and describes someone's use of abusive behaviours against another person over time, with the effect of establishing and maintaining power and dominance over them.
Economic abuse	Economic abuse involves a pattern of control, exploitation or sabotage of money and finances and economic resources, which affects a person's ability to obtain, use or maintain economic resources, threatening their economic security and potential for self-sufficiency and independence.
Emotional/psychological abuse	An ongoing pattern of behaviour intended to cause harm to a person's mental health and emotional wellbeing. It includes behaviours such as insults, belittling, and gaslighting.
Financial abuse	Financial abuse is a common form of domestic and family violence. It is perpetrated by intimate partners or family members, and also occurs in the context of elder and carer abuse. It manifests in different ways but generally it is a type of controlling behaviour where the perpetrator controls finances and assets to gain power and control in a relationship.
Forced marriage	A modern slavery crime where someone is married without freely and fully consenting to the marriage because of threats, deception or coercion, or the individual is incapable of understanding the nature and effect of the marriage ceremony, or the individual is under the age of 16 years.
Image-based abuse	When an intimate image or video is shared, or threatened to be shared, without the consent of the person shown. This includes images or videos that have been digitally altered.
Modern slavery	Describes all human trafficking, slavery and slavery-like practices in Divisions 270 and 271 of the Criminal Code Act 1995 (Cth). These offences include trafficking in persons, slavery, servitude, forced labour, deceptive recruitment for labour or services, debt bondage, and forced marriage. The term modern slavery is also used to describe the worst forms of child labour.
Sexual assault	Sexual assault is an act of a sexual nature carried out against a person's will through the use of physical force, intimidation or coercion, including any attempts to do this. This includes rape, attempted rape, aggravated sexual assault (assault with a weapon), indecent assault, penetration by objects, forced sexual activity that did not end in penetration and attempts to force a person into sexual activity. Note sexual assault occurs when a person is forced, coerced or tricked into sexual acts against their will or without their consent, including when they have withdrawn their consent.

Sexual harassment	An unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances.
Sexual violence	Sexual violence refers to sexual activity that happens where consent is not freely given or obtained, is withdrawn or the person is unable to consent due to their age or other factors. It includes sexual harassment and sexual assault. It occurs any time a person is forced, coerced or manipulated into any sexual activity. Such activity can be sexualised touching, sexual abuse, sexual assault, rape, sexual harassment and intimidation and forced or coerced watching or engaging in pornography. Sexual violence can be non-physical and include unwanted sexualised comments, intrusive sexualised questions or harassment of a sexual nature. Forms of modern slavery, such as forced marriage, servitude or trafficking in persons may involve sexual violence.
Spiritual or religious abuse	When a person uses spiritual or religious beliefs to hurt, scare or control someone. It includes ridiculing or making fun of someone's religious or spiritual beliefs to undermine their identity and sense of self or self-confidence, isolating the person from communal worship, limiting religious activities, or forcing someone to convert to a religion.
Stalking	Stalking is a pattern of unwanted behaviours aimed at causing fear or distress and reducing the victim's autonomy and sense of security. It is considered a form of emotional or psychological abuse.
Systems abuse	The manipulation of legal and other systems by perpetrators to exert control over, threaten and harass a victim-survivor. It includes filing false or retaliatory complaints, weaponising legal or disciplinary systems, manipulating confidentiality and privacy protections to restrict legitimate information sharing to protect disclosers, threatening to leak private information to silence the discloser, and claiming procedural unfairness.
Technology-facilitated abuse	A wide-ranging term that encompasses many subtypes of interpersonal violence and abuse using mobile, online and other digital technologies. These include harassing behaviours, sexual violence and image-based sexual abuse, monitoring and controlling behaviours, and emotional abuse and threats.