



John XXIII College Harmful Behaviours and Gender-Based Violence Policy and Procedure

John XXIII College values diversity and is committed to fostering an environment where every member of our community feels safe, respected, and included. All residents, staff and visitors have the right to live, study and work in a space free from harmful behaviours, whether direct, indirect, intentional or unintentional.

This policy and procedure outlines the College's prevention strategies, support pathways, and reporting processes for anyone who experiences harmful behaviours, including gender-based violence*, sexual harassment, sexual assault, racism, discrimination, and bullying. It is aligned with the following ANU policies:

- [*Sexual Harrassment and Sexual Assault Response and Support*](#)
- [*Harmful Behaviours Disclosure Response and Support*](#)
- [*Gender-based violence prevention and response*](#)

* While the overarching approach to harmful behaviours is consistent across the College, certain incidents, specifically those involving gender-based violence, require tailored processes. In accordance with the National Code to Prevent and Respond to Gender-Based Violence, these additional requirements are identified and incorporated throughout this policy.

Prevention

Evidence from *Change the Course* (2017) and the National Student Safety Survey (2021) shows that residential colleges are high-risk environments for gender-based violence to occur. The likelihood of violence increases when men hold discriminatory attitudes towards women and when alcohol is misused within peer groups.

Underlying drivers of gender-based violence include:

- condoning or minimising violence against women
- rigid gender stereotypes
- men's control of decision-making and limits placed on women's independence in both public and private life
- male peer relations that emphasise aggression, dominance, and disrespect towards women.



Other forms of discrimination and inequality — including racism, homophobia, and transphobia — intersect with gender inequality and can compound people's experiences of violence.

To build a culture in which gender-based violence, racism, and discrimination cannot thrive, and to address the drivers of gender-based violence, the College implements a range of preventative activities, including:

- **Education for all staff and residents** on gender-based violence, its drivers, and its impacts.
- **Targeted education for resident leaders** on recognising and responding to the drivers of gender-based violence.
- **Regular education for all residents** on consent, respectful relationships, and safe interpersonal behaviour.
- **Allyship and anti-racism education** delivered to all residents to promote an inclusive and respectful community culture.
- **Integration of College values** that center inclusivity, respect, integrity, and care.
- **Biannual evaluation** of community knowledge regarding gender-based violence, including trust in reporting processes and support pathways.
- **Ongoing evidence-informed communication** to the College community on issues relating to gender-based violence, healthy relationships, and available supports.

More information about our prevention strategies can be found in our **Whole-of-Organisation Response and Prevention Plan for Gender-Based Violence** and **Whole-of-College Assessment**.

Support and Reporting Procedures

Gender-based violence, sexual harassment, sexual assault, racism, discrimination and bullying are unacceptable. Student Services, the ANU, and external support services provide confidential assistance to individuals who have experienced, or are currently experiencing, harmful behaviours. The timing, type of support, and any follow up actions are guided by the needs and preferences of the person seeking support (the discloser).

Students and staff can access support or report incidents whether they are recent or historical, and whether they occurred on campus or off campus. Making a **disclosure** or **informal report** is a way to seek support or request broader action to help stop harmful behaviours. If you would like the matter formally investigated, you may do so by making a **report to the ANU** or a **formal report to John XXIII College**.



If you are unsure what response you would like, you can make a disclosure first and choose to progress to a formal investigation later, once you have more information and feel ready.

At **John XXIII College**, the below supports and reporting pathways are available:

- **For Students:** The **Student Services Team** is available. Speak with the Head of College, Deputy Head of College, Counsellor, or other team members for support, support options, and reporting guidance. Speaking to someone at College or ANU does not mean you have to identify or formally report the incident.
- **For staff:** Speak with the Head of College or Deputy Head of College, or access confidential counselling through Marymead CatholicCare. The College fully funds up to five EAP sessions. Contact Marymead CatholicCare on 02 6162 6100 | 1800 068 698 or via email: enquiries@mccg.org.au
- **RespectX** (<https://www.respectx.com.au/reporting>) (available to staff and students):
 - Make an **informal report** (choose to remain anonymous and specify actions you would like to see taken to stop harmful behaviours) or
 - Make a **formal report** (request an investigation).

At **ANU**, the below supports and reporting pathways are available:

- **For students:** The **ANU Student Safety and Wellbeing team** is available. Students can connect with a case manager for support, support options and reporting guidance. Speaking to someone at ANU does not mean you have to identify or formally report the incident. <https://www.anu.edu.au/students/health-safety-wellbeing/getting-help-at-anu>
- **For staff:** The **ANU Staff Respect Consultant** provides a confidential space to raise workplace concerns. You can contact the service via staffrespect@anu.edu.au or calling 02 6125 6763. Further information about preventing discrimination, harassment and bullying is available in the [ANU Policy Library - Procedure - Prevention of discrimination, harassment and bullying](https://anu-advocate.symplicity.com/sash_report/index.php/pid598970)
- **ANU Disclosure Form** (available to staff and students):
 - Make an identified or de-identified disclosure (**informal report**) – https://anu-advocate.symplicity.com/sash_report/index.php/pid598970.



- **Office of the Registrar, Student Misconduct:**

- Make a formal report (request an investigation) -
<https://services.anu.edu.au/business-units/division-of-student-administration-and-academic-services/office-of-the-registrar-student-misconduct>

External support services include:

- ACT Police: <https://police.act.gov.au/>
- Emergency Services: Call 000 for urgent situations
- Canberra Rape Crisis Centre: (02) 6247 2525 or 0488 586 518 (7am - 11pm)
- Lifeline: 13 11 14 (24/7)
- 1800 Respect: 1800 737 732 (24/7)
- Suicide Call Back Service: 1300 659 476 (24/7)
- Q Life: 1800 184 527

If you are uncertain about your options, reach out to the Student Services team, ANU Student Safety and Wellbeing, ANU Staff Respect Consultant, or external support networks. Your safety, confidentiality, and control over the process are our priority.

Confidentiality

All disclosures, informal and formal reports are confidential. Identifying information will not be shared without consent, except in cases of:

- Immediate risk to safety
- Legal obligations, including reports involving minors.

As an affiliate of ANU, John XXIII College is required to report deidentified incidents of gender-based violence, including sexual assault or harassment that occur at ANU or with people affiliated with ANU.

What happens when I make a disclosure at John XXIII?

Our approach is grounded in person-centred and trauma-informed practice. This means you lead the process - you decide what response you want, who (if anyone) you want involved, and how and when you would like to receive support. All disclosures are taken seriously, and our role is to support you to make informed decisions about what feels safe and helpful.



We aim to be transparent, so you know what to expect when making a disclosure or report. If anything is unclear, please ask us to explain. You can also submit questions anonymously through **Respect X** before deciding whether to disclose or report, and whether you wish to do so anonymously or with your identity known.

When you make a disclosure:

- We will first check in on your wellbeing, your safety, and whether you need any immediate support.
- We will provide information about support options both within the College and through external services so you can decide what you would find most helpful.
- We will continue to check in with you throughout the process to ensure our response aligns with your wishes.
- You can change your mind at any stage about the kind of support you want or let us know if something isn't working for you. Your wellbeing is our priority.

In cases of **gender-based violence**, we are required to conduct a risk assessment and develop a support plan within **48 hours**. This includes identifying immediate risks and needs, as well as longer-term supports.

At John XXIII College, risk assessments for **students** are undertaken by the College Social Worker, **Dr Elise Woodman**. If you do not feel comfortable completing a risk assessment directly with Elise, you may choose to disclose anonymously through **RespectX**, or you can seek support through broader **ANU services**.

For **staff**, ANU will conduct a risk assessment following completion of the **ANU Disclosure Form**. The College will implement any required safety measures, guided either by the staff member's preferences or by ANU recommendations.

Possibility of Escalating a Disclosure to an Investigation

In most circumstances, **you choose** whether your disclosure is for support only or whether you wish to request an investigation of harmful behaviours.

However, in cases of gender-based violence or disclosures where there is a **risk of serious harm** to you or to others, the College or ANU may need to implement safety measures or progress the matter to an investigation to protect the wellbeing of the community. If this occurs, we will:

- seek and carefully consider your views before deciding on next steps
- take your wishes and insights into account in how any safety measures or investigation processes are carried out
- continue to prioritise your safety and wellbeing throughout.



If you are unsure or concerned about the possibility of your disclosure leading to safety actions or an investigation, you may choose to disclose **anonymously** through **Respect X** or the **ANU Disclosure Form**. This allows you to ask questions about potential responses before deciding whether to identify yourself or the person you are reporting (the respondent).

Formal Investigation and Disciplinary Outcomes

If you would like a formal investigation of harmful behaviours involving someone at, or affiliated with, John XXIII College or ANU, you may choose whether the investigation is led by John XXIII or the ANU. In some instances, we may recommend ANU as the preferred investigation lead. For example, if the respondent is not affiliated with the College or is a staff member, or if the matter requires specialist expertise not available internally. Regardless of who leads the process, you will be able to access support from the College throughout.

Investigations initiated through a formal report at John XXIII College are reviewed by the Head of College and Deputy Head of College in alignment with ANU procedures and conducted transparently and collaboratively with ANU Student Safety and Wellbeing and the ANU Registrar.

Following a formal report, a risk assessment will be undertaken, and support plans will be developed **separately** with both the discloser and the respondent within 48 hours. Support planning may include coordinating necessary supports, identifying and monitoring risk, minimising the need for repeated retelling, explaining processes and expectations, and implementing academic or workplace adjustments as required.

Support plans will be completed either with the College Counsellor or ANU Student Safety and Wellbeing, depending on individual preference, and to ensure the same support person is not assigned to both parties.

Both disclosers and respondents will be notified in writing if an investigation is to be commenced, and again at its conclusion, including the outcome. If an individual is assessed as posing a possible risk to others, temporary relocation to alternate accommodation may be required while the investigation is underway.

Support persons from within the College are available to individuals involved, and there is also the option to work with an ANU Student Wellbeing Case Manager.



In cases of **gender-based violence**, investigations and any resulting disciplinary processes will be finalised within **45 days**, with both disclosers and respondents kept informed throughout.

Disciplinary outcomes may include expulsion or termination of employment (staff), suspension, or changes to accommodation for a respondent. For investigations led internally by John XXIII College, disciplinary decisions are made by the Head of College in consultation with the ANU Registrar.

Non-disclosure agreements cannot be used in matters involving gender-based violence unless the discloser specifically requests one.

If a Report is Made About You

Being accused of harmful behaviour is serious and can be distressing. Our duty of care extends to all parties involved, and we are committed to ensuring **procedural fairness**, respectful communication, and appropriate support throughout the process. In some circumstances, precautionary measures may be required to protect the safety and wellbeing of everyone involved. If this occurs, we will work with you to develop a support plan to ensure your welfare is maintained while the process is underway.

The below supports are available to all parties:

- John XXIII College Student Services (students)
- John XXIII College Counsellor – elise.woodman@johnxxiii.anu.edu.au (students)
- [ANU Student Safety and Wellbeing](#) (students)
- [ANU Counselling Services](#) (students)
- [ANU Dean of Students](#) (students)
- [ANUSA](#) (students)
- Marymead CatholicCare - 02 6162 6100 | 1800 068 698 or via email: enquiries@mccg.org.au (staff only)



Responding to a Disclosure

Supporting someone through a disclosure requires care and respect. Key steps include:

- **Ensure Immediate Safety:** Call 000 and ANU Security (02 6125 2249 – if on campus) for emergencies.
- **Listen and Support:** Provide a safe space, believe and validate feelings and maintain confidentiality.
- **Explain Your Role:** Be clear about your responsibilities and limits. Seek support and report if someone's immediate safety is at risk. This can be de-identified and should be communicated to the disclosing person.
- **Refer to Support:** Provide information on services available for support and reporting. The timing, type of support and follow up are guided by the person accessing support.
- **Self-Care:** Seek out support services to debrief.



Harmful Behaviour Definitions

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 is a violation of human rights and includes, but is not limited to, the below behaviours and actions:

- Sexual assault and sexual harassment (further defined below)
- Unwanted touching
- Repeated requests for dates
- Intimidation or making someone afraid
- Controlling what someone does or who they talk to
- Physical violence
- Coercive control
- Online stalking
- Sharing intimate images without consent

Sexual Harassment

“Sexual harassment is an unwelcome sexual advance, request for sexual favours or any other unwelcome sexual conduct in circumstances in which the person who is exposed to the conduct reasonably feels offended, humiliated or intimidated.

Sexual harassment can include:

- Displays of sexually graphic materials including posters, cartoons or messages left on noticeboards, desks or common areas
- Repeated invitations to develop a closer or intimate relationship after prior refusal
- Unwelcome and uncalled for remarks or insinuations about a person's sex or private life
- Comments of a sexually suggestive nature about a person's appearance or body
- Sexually offensive phone calls
- Offensive emails and text messages of a sexual nature
- Unwanted sexual attention using internet, social networking sites and mobile phones
- Revenge porn



- Sexual propositions
- Indecent exposure
- Pressuring a student or staff member to engage in sexual behaviour for some educational or employment benefit, or
- Making a real or perceived threat that rejecting sexual behaviour will carry a negative consequence for the student in education, accommodation, or University programme or activity.”

Sexual Assault

“Sexual assault is any unwanted sexual behaviour or sexual contact you have not consented to; this includes being forced, threatened, pressure, tricked, or no effort made to check whether there was agreement to the act, including cases where a person is asleep or affected by drugs and alcohol.

Sexual assault is never the fault of the victim/survivor and can take many forms ranging from:

- unwanted touching
- exposure to sexual acts
- sexual images taken without consent
- any form of sexual penetration.

Sexual assault is a crime in all [Australian jurisdictions](#).

Consent

“Consent, in the context of SASH, is when two or more people explicitly agree to participate in a sexual act including intercourse, kissing and touching. Consent to sexual acts is freely given.

You are unable to consent if you are:

- asleep, unconscious or significantly affected by drugs or alcohol
- unable to understand what you are consenting to
- pressured or coerced to have sex because of threats, force, fear, or harm to yourself or someone else
- under the age of consent which is 16 years in the ACT.

Consent can be withdrawn at any point, including after a sexual activity has begun.”



Racism

“Racism is the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race. Racism is more than just prejudice in thought or action. It occurs when this prejudice – whether individual or institutional – is accompanied by the power to discriminate against, oppress or limit the rights of others.

The ACT Discrimination Act 1991 makes it unlawful to treat you unfavourably because of your race. ‘Race’ includes a person’s colour, descent, ethnic or national origin and nationality. Treating you unfairly because of your accent or language is also unlawful. Asking for information about your ethnic or racial background may be unlawful if the purpose is to use the information to discriminate against you.

The Human Rights Commission’s [Racism. It Stops With Me](#) campaign website offers more information on racism and key terms.”

Discrimination

“In the ACT it is against the law for someone to discriminate against you because of a characteristic that you have, or that someone thinks you have, in an area of public life such as employment, education, provision of goods and services and accommodation. The [characteristics](#) included under the ACT legislation are:

- Disability, illness or health condition
- Race
- Gender identity, sex, sexuality or sex characteristics
- Cyber and technology facilitated abuse
- Workplace bullying

You can read more about each of these here: [Harmful Behaviours Disclosure Response and Support](#)

Bullying

The Australian Human Rights Commission defines bullying as “As the repeated and intentional use of “words or actions against someone or a group of people to cause distress and risk to their wellbeing. These actions are usually done by people who have more influence or power over someone else, or who want to make someone else feel less powerful or helpless.



Bullying is not the same as conflict between people (like having a fight) or disliking someone.

The sort of repeated behaviour that can be considered bullying includes:

- Keeping someone out of a group (online or offline)
- Acting in an unpleasant way near or towards someone
- Giving nasty looks, making rude gestures, calling names, being rude and impolite, and constantly negative teasing.
- Spreading rumours or lies, or misrepresenting someone (i.e. using their Facebook account to post messages as if it were them)
- Mucking about that goes too far
- Harassing someone based on their race, sex, religion, gender or a disability
- Intentionally and repeatedly hurting someone physically
- Intentionally stalking someone
- Taking advantage of any power over someone else."