

**JOHN XXIII COLLEGE**

(Affiliated with the Australian National University)



# WHOLE OF ORGANISATION PREVENTION AND RESPONSE PLAN

National Higher Education Code to Prevent and  
Respond to Gender-Based Violence

Effective Date: 1 January 2026

Last Revised: December 2025

Approved by: Head of College & College Board

# INTRODUCTION

John XXIII College is a Catholic residential college, founded in 1967, affiliated with the Australian National University, located on the ANU campus in Canberra, ACT. While the College has Catholic foundations, in 2026 it proudly describes itself as a genuinely egalitarian and inclusive community, welcoming students of all faiths and none.

John XXIII College is a values-based organisation. Our community collectively developed and is guided by the following values:

## Respect

Demonstrating care and regard for the feelings, wishes and rights of others, and upholding gender equality.

## Integrity

Prioritising honesty and personal accountability.

## Courage

Exhibiting mental and moral strength and perseverance when navigating difficult.

## Empathy

Understanding and acknowledging the feeling and perspectives of others.

## Gratitude

Expressing thankfulness and appreciation for our opportunities and blessings.

## Inclusivity

Embracing and respecting human diversity.

John XXIII College is one of only two affiliated colleges with the ANU and forms part of a vibrant campus-wide residential community. The College has 315 residents, including postgraduates and undergraduate students. A small number of residents study at the University of Canberra, the Australian Catholic University, and Adelaide University (online).

The College has forty-four dedicated staff who support students across several portfolios. There are seven staff in the Student Services Team (SST): the Deputy Head of College, College Life Manager, Dean of Academic Programs and Development, Dean of Wellbeing and Counselling, and three Community Support Officers. Four Student Services staff live on campus, and the Head of College also resides nearby in a College residence.

There are 48 student leaders across multiple portfolios. The Student Executive leads the student leadership body and is directly supported by the SST, including through weekly meetings with all portfolios. All residents connect with staff regularly in both formal and informal settings.

This **Whole of Organisation Prevention and Response Plan** outlines John XXIII college's commitments in meeting the requirements of the *National Code to Prevent and Respond to Gender-Based Violence in Higher Education (the National Code)*. It establishes a coordinated framework to prevent gender-based- violence, support those affected, and ensure effective, accountable responses across the whole organisation.

This Plan has been informed by a Whole of Organisation assessment of enablers, systemic risks and barriers to preventing gender-based-violence at John XXIII College. It is structured into five key focus areas that align with the National Code:

1. Accountable leadership and governance
2. Safe environments and systems
3. Knowledge and capability
4. Safety and support
5. Data, evidence and impact.

The College Board and Management fully endorse both the implementation of the National Code and the opportunity to develop a whole-of-College assessment and response plan. This work draws on the expertise of the ANU Safer Communities/Student Safety and Wellbeing teams, Board members with legal compliance and psychology expertise, and the input of staff and students who have contributed directly to its development.

# 1. ACCOUNTABLE LEADERSHIP AND GOVERNANCE

## Mandatory Requirements

National Code Standard Summary	Key Actions	Evidence of Compliance
<b>7.2</b> A Provider must require a student accommodation provider to prepare, implement and publish on its website a Whole -of -Organisation Prevention and Response Plan.	<ul style="list-style-type: none"> <li>• Whole of Organisation Prevention and Response Plan developed in December 2025.</li> <li>• Implementation of plan commencing in December 2025.</li> <li>• Plan to be published on the College website by 1 January 2026.</li> <li>• Establishment of a sub-committee including Board representation, ANU representatives, College staff and students to inform, oversee and review the Plan.</li> <li>• Review of the Plan to ensure alignment with the ANU Prevention and Response Plan once the ANU plan is available.</li> </ul>	<ul style="list-style-type: none"> <li>• Plan accessible on the College website</li> <li>• Board endorsement of the Plan recorded in the Introduction and Board minutes.</li> <li>• Records of stakeholder meetings and associated documents from consultations held in November 2025, including sessions with 50 student leaders, College staff, Board members, and ANU Inclusivity and wellbeing staff.</li> <li>• Inclusion of John XXIII College in the ANU Whole-of-Organisation Plan.</li> <li>• College leadership involved in implementation of the Plan through:               <ul style="list-style-type: none"> <li>o Organising and attending required training.</li> <li>o Managing the collection of staff declarations.</li> <li>o Updating College policies and processes for National Code compliance.</li> <li>o Reinforcing an inclusive and respectful College culture.</li> <li>o Responding to incidents of gender-based violence in person-centred and trauma informed ways.</li> <li>o Quarterly review of implementation progress by the Student Services Team.</li> </ul> </li> <li>• The College governing body has been briefed on the National Code and the development of the College's Prevention and Response Plan. The governing body has endorsed this Plan and will monitor implementation and provide feedback as a standing Board agenda item.</li> </ul>

# 1. ACCOUNTABLE LEADERSHIP AND GOVERNANCE

## Mandatory Requirements

National Code Standard Summary	Key Actions	Evidence of Compliance
<p><b>7.3</b> A Provider must require a student accommodation provider to monitor and measure the impact of the Prevention and Response Plan on an ongoing basis and update the Prevention and Response Plan at least every four years.</p>	<ul style="list-style-type: none"> <li>• Biannual evaluation of the impact of the plan, including:               <ul style="list-style-type: none"> <li>o community knowledge of gender-based violence</li> <li>o presence of gender-based violence driver</li> <li>o incidents of gender-based violence</li> <li>o trust in reporting and support pathways (via student and staff surveys).</li> </ul> </li> <li>• Ongoing review of use of the RespectX reporting platform and feedback through staff and student feedback.</li> <li>• Continual observation of College culture and community interactions to monitor whether drivers of gender-based violence are present.</li> <li>• Standing agenda item in fortnightly Student Services and student leadership meetings to discuss implementation and emerging issues.</li> <li>• Review and update of the Plan scheduled to commence mid-2028.</li> </ul>	<ul style="list-style-type: none"> <li>• Appendix A: calendar of monitoring and evaluation activities.</li> <li>• Future review cycle documented as commencing in mid-2028</li> <li>• Biannual survey Key Performing Indicator's (KPIs) to include:               <ul style="list-style-type: none"> <li>o community knowledge of gender-based violence and its drivers</li> <li>o incidents of gender-based violence</li> <li>o trust in and use of reporting pathways</li> <li>o community confidence to challenge drivers of gender-based violence.</li> </ul> </li> <li>• Monthly reports of de-identified gender-based violence data from Respect X generated for ANU and reviewed by College leadership and the governing body each quarter.</li> <li>• Student Services, governing body and student leadership agendas and minutes evidencing regular review of implementation.</li> </ul>

# 1. ACCOUNTABLE LEADERSHIP AND GOVERNANCE

## Mandatory Requirements

### Additional actions from Whole of Organisation Assessment

Key actions to build accountable leadership and governance include:

- Ongoing training for all staff and residents on drivers, contributors and impacts of gender-based violence.
- Training for leaders on how to call out problematic and discriminatory language and behaviours.
- Continuing and increasing sober social events.
- Designing purposeful events whose success is not dependent on alcohol use.
- Increasing marketing that challenges past cultural norms and encourages multicultural and LGBTQIA+ applications.
- Continue training and events focused on diversity and inclusivity
- Conducting a cultural review in 2026.

## 2. SAFE ENVIRONMENTS AND SYSTEMS

### Mandatory Requirements

National Code Standard Summary	Key Actions	Evidence of Compliance
<p><b>7.4a</b> A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> <li>require its staff to declare any previous investigations or substantiated allegations of gender-based violence in similar roles</li> <li>consider any declaration and associated risks in employment/engagement decision-making-</li> <li>consider any substantiated allegations found during a person's employment with the college in promotion/recognition processes</li> <li>require staff to declare any existing or previous intimate personal relationship with a resident and manage and monitor</li> </ul>	<ul style="list-style-type: none"> <li>Staff communication sent December 2025 requiring all Student Accommodation Staff to declare any previous investigations or substantiated allegations of gender-based violence in similar roles by 31 December 2025.</li> <li>Onboarding staff pack to include a declaration form covering: <ul style="list-style-type: none"> <li>previous investigations of gender-based violence</li> <li>past or current intimate personal relationships with residents.</li> </ul> </li> <li>Student leadership onboarding processes updated to collect the above declarations for those who fall under the "Student Accommodation Staff" definition in the National Code.</li> <li>Staff who declare previous investigations of gender-based violence must meet with the Head of College to assess and manage associated risks.</li> <li>Substantiated allegations arising during employment with the college will be documented and considered in all promotion and recognition decisions.</li> <li>Staff who declare current or previous intimate relationships with residents will: <ul style="list-style-type: none"> <li>in the case of staff, meet with the Head of College to manage associated risks; or</li> <li>In the case of student leaders, have those declarations managed via the College Social Worker, who will ensure leaders are not in direct leadership or support roles for the residents concerned.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Copies of email communications to staff and relevant student leaders requesting declarations; updated Code of Conduct referencing gender-based violence; and the spreadsheet template tracking completion of declarations.</li> <li>Plans for responding to student leaders' declarations (past and present intimate relationships) and associated risk management outlined in email communication of 5/12/25.</li> <li>Board sub-committee notified of current gender-based violence issues involving staff, with de-identified discussion of risks, timing, frequency and likelihood of recurrence within role.</li> </ul>

## 2. SAFE ENVIRONMENTS AND SYSTEMS

### Mandatory Requirements

National Code Standard Summary	Key Actions	Evidence of Compliance
<p><b>7.4b</b> A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> <li>prohibit the use of a Non-disclosure Agreement, unless requested by the Discloser</li> <li>if requested, ensure it does not stop the Discloser from sharing information as part of seeking support</li> <li>ensure any settlement agreements do not contain a non-disparagement clause.</li> </ul>	<ul style="list-style-type: none"> <li>Updates to the Harmful Behaviours and Gender-Based Violence Policy and Procedure, Staff Code of Conduct and Grievance Policies to: <ul style="list-style-type: none"> <li>prohibit use of NDAs in gender-based violence matters unless requested by the discloser</li> <li>ensure any NDA does not prevent a discloser from sharing information when seeking support</li> <li>prohibit non-disparagement clauses in settlement agreements relating to gender-based violence.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Harmful Behaviours and Gender-Based Violence Policy and Procedure, Staff Code of Conduct and Grievance Policies.</li> <li>Each policy includes the statement: <i><b>“non-disclosure agreements cannot be used in gender-based violence matters unless the discloser specifically requests one.”</b></i></li> </ul>
<p><b>7.4c</b> A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> <li>adopt the Provider’s policies and procedures on preventing and responding to gender-based violence or have and implement their own that meet National Code requirements</li> <li>develop and review the policy at least every three years in consultation with relevant stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>The College has updated its internal Harmful Behaviours and Gender-Based Violence Policy and Procedure to incorporate prevention of and response to gender-based violence, aligned with National Code requirements.</li> <li>College policies will be reviewed to ensure alignment with final ANU policies and procedures once communicated by the University.</li> <li>College Harmful Behaviours and Gender-Based Violence Policy and Procedures will align with and reference ANU processes while including additional prevention, reporting and support pathways available at the College.</li> <li>Policy review scheduled for early 2028, including consultation with residents, staff, governance and ANU.</li> </ul>	<ul style="list-style-type: none"> <li>Harmful Behaviours and Gender-Based Violence Policy and Procedure.</li> <li>Documentation of the 2025 policy update process, including consultation with resident leaders, staff, Board members, and ANU inclusivity and wellbeing staff.</li> <li>Future review cycles recorded in the calendar at Appendix A.</li> </ul>

## 2. SAFE ENVIRONMENTS AND SYSTEMS

### Mandatory Requirements

#### **Additional actions from Whole of Organisation Assessment**

Key actions to promote safe environments and systems include:

- Providing clear information about confidentiality in on-site counselling services.
- Working with leaders and the SRC to identify cultural norms and groups whose realities are under-represented in College communications and events and increasing visibility accordingly.
- Working with leaders to define expectations and peer-support norms at off-site drinking events (e.g. ensuring intoxicated residents travel home with a safe companion).
- Progressing boundary fencing and Salto upgrade to support physical and community safety.
- Reviewing digital conduct information in the Resident Handbook and developing a digital conduct policy in early 2026.
- Employing and training night staff to respond to incidents and disclosures of gender-based violence in 2026.
- Increasing non-alcohol-based activities aligned to varied interests to reconnect isolated or disconnected residents, informed by an early-year survey of resident preferences.
- Supporting leaders to develop specific dining initiatives that promote an inclusive culture.

### 3. KNOWLEDGE AND CAPABILITY

#### Mandatory Requirements

National Code Standard Summary	Key Actions	Evidence of Compliance
<p><b>7.5</b> A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> <li>require residents and staff to complete prevention education and training and responding to disclosures training that:               <ul style="list-style-type: none"> <li>meets requirements of Standard 3</li> <li>is tailored to the student accommodation environment</li> </ul> </li> <li>is delivered or approved by the provider</li> <li>promote evidence--based prevention messaging tailored to the student accommodation environment</li> <li>evaluate any initiatives and use findings to inform future activities.</li> </ul>	<ul style="list-style-type: none"> <li>ANU engaged to provide Standard 3 -compliant prevention education and responding-to-disclosures training for College residents and staff, including evidence-based prevention messaging specific to residential settings.</li> <li>In addition to ANU's evaluation, John XXIII will conduct biannual surveys of residents and staff regarding:               <ul style="list-style-type: none"> <li>knowledge of gender-based violence</li> <li>confidence in responding to disclosures</li> <li>trust in support and reporting pathways.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>ANU training for staff and residents scheduled for January and February 2026, including consent and respectful relationships training (residents) and gender-based violence prevention training (all staff). Ongoing training will ensure all new staff and residents receive training and existing community members maintain up-to-date knowledge.</li> <li>College staff to participate in ANU-organised Blue Knot Foundation training on responding to disclosures (for all current and incoming staff).</li> <li>Training to include evidence-based messaging from subject-matter experts; these messages will be reinforced through College meetings and communications across the year.</li> <li>Results from the College's biannual surveys of staff and residents' knowledge and trust will be available twice yearly and used to guide future programming.</li> </ul>

### 3. KNOWLEDGE AND CAPABILITY

#### Mandatory Requirements

National Code Standard Summary	Key Actions	Evidence of Compliance
<p><b>7.6</b> A Provider must require a student accommodation provider to ensure risk assessments are only undertaken by people with expertise prescribed in Standard 3, and when internal capability is not sufficient, engage a person with the requisite expertise.</p>	<ul style="list-style-type: none"> <li>• The College employs a social worker with practice, research, training development and lecturing experience in gender-based violence, risk assessment, work with First Nations communities, culturally and linguistically diverse communities, people with disability, and people of diverse sexual orientation and gender identity.</li> <li>• The College Social Worker will update her training in gender-based violence in 2026 to ensure currency of evidence-based knowledge about risk and protective factors, types, patterns and effects of gender-based violence, diverse experiences and coercive control.</li> <li>• The College Social Worker is on-site four days per week during semester and on-call as needed to meet the 48-hour risk-assessment requirement outside these hours.</li> <li>• ANU Student Safety and Wellbeing risk-assessment specialists are available if the Social Worker is unavailable, or if a discloser prefers to engage with ANU.</li> </ul>	<ul style="list-style-type: none"> <li>• College Social Worker to participate in ANU-organised Blue Knot gender-based-violence and trauma-informed clinician-level training in early 2026.</li> <li>• Student Services Team, including the Social Worker, to participate in Our Watch training on preventing violence against women in early 2026.</li> <li>• College Social Worker has peer-reviewed publications in gender-based violence, culturally responsive and trauma-informed practice, and evidence-based practice.</li> </ul>

### 3. KNOWLEDGE AND CAPABILITY

#### Mandatory Requirements

##### **Additional actions from Whole of Organisation Assessment**

Key actions to build internal capability include:

- Annual allyship training for all residents and Student Services staff (delivered by ANU), plus internal ethical-bystander training.
- Training for leaders on calling out problematic and discriminatory language and behaviours.
- Consent and respectful-relationships training for all residents in N and O-Week, delivered by Support Residents trained by ANU staff in late 2025.
- Ongoing evaluation of College culture and knowledge of gender-based violence, and trust in reporting pathways (biannual surveys, consultations and RespectX data).
- Updating the Social Worker's trauma-informed and gender-based-violence training at least every three years.
- Continuing training and events focused on diversity and inclusion.
- Reviewing the capacity of any future College counsellors to provide gender-based-violence risk assessments and updating this Plan accordingly.
- Addressing attitudes carried over from single-sex schooling in orientation; assessing baseline knowledge of gender equality, respect and diversity; and planning early events to build inter-gender friendships.
- Whole-of-College meetings once per term to reinforce messaging on the drivers of gender-based violence.
- Education for staff and residents on what constitutes gender-based violence to support accurate identification and appropriate responses.

## 4. SAFETY AND SUPPORT

### Mandatory Requirements

National Code Standard Summary	Key Actions	Evidence of Compliance
<p><b>7.7a-c</b> A provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> <li>ensure its responses, practices and support services are safe, person centred and trauma informed</li> <li>provide or facilitate access to support services to disclosers and respondents</li> <li>promote and disseminate information on how residents and staff can access policies, procedures and support services.</li> </ul>	<ul style="list-style-type: none"> <li>Consultation with the College Social Worker when enacting the Harmful Behaviours and Gender-Based Violence Policy and Procedure to ensure trauma-informed and person-centred processes.</li> <li>Student Services staff (including the Social Worker) to participate in trauma-informed training delivered by Blue Knot via ANU.</li> <li>Principles of safety, trust, transparency, choice, collaboration, agency, humanity and dignity embedded in Harmful Behaviours and Gender-Based Violence Policy and Procedures, with a focus on intersectionality and ensuring disclosures are heard, taken seriously and supported with informed choice.</li> <li>On-site support provided by the College Social Worker, who can also connect residents with ANU and external services.</li> <li>Posters and communication materials around the College detailing internal, ANU and external support options.</li> <li>Regular communication to staff and residents about support services and Harmful Behaviours and Gender-Based Violence Policy and Procedure (during onboarding, term meetings and via email).</li> <li>Use of RespectX, which enables anonymous disclosures where desired.</li> </ul>	<ul style="list-style-type: none"> <li>Trauma-informed training for the Student Services Team scheduled for 29 January 2026.</li> <li>Harmful Behaviours and Gender-Based Violence processes require consultation with the Social Worker (with de-identification where necessary) to ensure person-centred and trauma-informed responses.</li> <li>Close working relationship between the Social Worker/Deputy Head of College and ANU Student Safety and Wellbeing, including access to advice and oversight on responses to gender-based violence.</li> </ul>

## 4. SAFETY AND SUPPORT

### Mandatory Requirements

National Code Standard Summary	Key Actions	Evidence of Compliance
<p><b>7.7d</b> A provider must require a student accommodation provider to undertake a risk assessment following every disclosure and formal report.</p>	<ul style="list-style-type: none"> <li>• Harmful Behaviours and Gender-Based Violence Policy and Procedure updated to specify that a risk assessment is required following every disclosure and formal report.</li> <li>• RespectX platform includes risk-assessment questions to assist staff to identify immediate safety concerns and risk factors.</li> <li>• College will adopt ANU risk-assessment frameworks once available to ensure alignment.</li> </ul>	<ul style="list-style-type: none"> <li>• Harmful Behaviours and Gender-Based Violence Policy and Procedure outlining risk-assessment processes and timelines.</li> <li>• RespectX embedded risk-assessment tool capturing likelihood/impact of risk and immediate safety needs.</li> <li>• Ongoing collaboration between the College Social Worker and ANU Student Safety and Wellbeing on risk-assessment processes.</li> </ul>
<p><b>7.7ei</b> Where a disclosure relates to behaviour occurring in residence or at an event organised by the residence, a provider must require a student accommodation provider to take all necessary action to manage risk, including relocation of the respondent where required and facilitating urgent access to support services.</p>	<ul style="list-style-type: none"> <li>• Harmful Behaviours and Gender-Based Violence Policy and Procedure updated for National Code compliance, including:               <ul style="list-style-type: none"> <li>o 48-hour risk-assessment requirement</li> <li>o requirement to take necessary action to manage risk (including relocation of respondent).</li> </ul> </li> <li>• Policy clarifies that action may be taken in response to disclosures to manage risk, in consultation with the discloser, and allows for anonymous reporting where a resident is uncertain about next steps.</li> <li>• College Social Worker available (or on-call) to facilitate urgent access to support services; 24/7 ANU support line also promoted.</li> <li>• Arrangements in place with ANU University Apartments for respondent relocation where necessary.</li> </ul>	<ul style="list-style-type: none"> <li>• Harmful Behaviours and Gender-Based Violence Policy and Procedure outlining possible safety actions, including respondent relocation.</li> <li>• Affiliation with ANU and associated support reaffirmed in quarterly meetings between the Director of ANU Residential Services and the Head of College, and in regular meetings between the ANU Registrar and the Head of College.</li> </ul>

National Code Standard Summary	Key Actions	Evidence of Compliance
<p><b>7.7eii</b> A provider (ANU) must have arrangements in place with a student accommodation provider (John XXIII College) to enable a discloser to choose the provider (ANU) to lead the response to a disclosure, and the student accommodation provider (John XXIII College) must cooperate fully and implement any outcomes decided by the provider.</p>	<ul style="list-style-type: none"> <li>• Harmful Behaviours and Gender-Based Violence Policy and Procedures clearly state that disclosers can choose either ANU or the College to lead the response.</li> <li>• At the time of disclosure, the College will be transparent about internal expertise and recommend ANU where appropriate.</li> <li>• As an affiliated College, John XXIII will fully cooperate with ANU processes and implement agreed outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• Harmful Behaviours and Gender-Based Violence Policy and Procedure setting out discloser choice, 48-hour timeframes, safety measures and support plans.</li> <li>• RespectX reporting capacity to monitor timeliness of responses for both internal and ANU review.</li> <li>• Incidents of gender-based violence logged in ANU systems and monthly reports sharing College data with ANU (and meetings with the Director of ANU Residential Services/ANU Registrar and Head of College).</li> </ul>
<p><b>7.7eiii</b> A provider (ANU) must have arrangements in place with a student accommodation provider (John XXIII College) to enable a discloser to choose the student accommodation provider (John XXIII College) to lead the response to the disclosure, and the student accommodation provider (John XXIII College) must:</p> <ul style="list-style-type: none"> <li>• undertake a risk assessment within 48 hours and from this determine necessary safety measures (including relocation of the respondent) and immediately implement them</li> <li>• manage and monitor risk</li> <li>• share necessary information with the provider to protect safety of others</li> <li>• implement support plans for both disclosers and respondents that meet requirements of Standard 4 within 48 hours.</li> </ul>	<ul style="list-style-type: none"> <li>• Harmful Behaviours and Gender-Based Violence Policy and Procedures clearly state that disclosers can choose either ANU or the College to lead the response.</li> <li>• At the time of disclosure, the College will be transparent about internal expertise and recommend ANU where appropriate.</li> <li>• As an affiliated College, John XXIII will fully cooperate with ANU processes and implement agreed outcomes.</li> <li>• When the College leads, policy requires: <ul style="list-style-type: none"> <li>o risk assessments within 48 hours immediate implementation of safety measures (including potential respondent relocation)</li> <li>o ongoing risk management and monitoring</li> <li>o information-sharing with ANU where necessary for the safety of others</li> <li>o support plans for both disclosers and respondents within 48 hours.</li> </ul> </li> <li>• Incidents of gender-based violence logged in ANU systems and monthly reports sharing College data with ANU.</li> <li>• Manage and monitor risk through the RespectX reporting platform for both internal and ANU review.</li> </ul>	<ul style="list-style-type: none"> <li>• Harmful Behaviours and Gender-Based Violence Policy and Procedure setting out discloser choice, 48-hour timeframes, safety measures and support plans.</li> <li>• RespectX reporting capacity to monitor timeliness of responses for both internal and ANU review.</li> <li>• Incidents of gender-based violence logged in ANU systems and monthly reports sharing College data with ANU (and meetings with the Director of ANU Residential Services/ANU Registrar and Head of College).</li> </ul>

## 4. SAFETY AND SUPPORT

### Mandatory Requirements

#### **Additional actions from Whole of Organisation Assessment**

Key actions to build safety and support include:

- Clear communication of multiple and anonymous reporting pathways, both within John XXIII and directly through ANU.
- Development of a flowchart of disclosure and reporting pathways, including person-centred and trauma-informed processes, to complement written procedures and clarify what happens after a disclosure/report and the choices available to disclosers.
- An approach that includes disclosers in decision-making and weighs the risks of acting/not acting in particular ways.
- Routine consultation with the College Social Worker when enacting the Harmful Behaviours Policy.
- Clear communication of the College's commitment to and prioritisation of student welfare.
- Development of clear, power-aware processes for raising concerns about staff and management.
- Information-sharing about RespectX security and anonymity, including communications from platform providers to leaders in early 2026.
- Triage of RespectX reports to minimise who can view them and maximise discloser choice regarding who manages the report.
- Regular sharing of EAP information and grievance/escalation steps with staff, including at onboarding.

## 5. DATA, EVIDENCE AND IMPACT

### Mandatory Requirements

National Code Standard Summary	Key Actions	Evidence of Compliance
<p><b>7.8</b> A provider must require a student accommodation provider to collect and report data prescribed by Standard 6, where applicable.</p>	<ul style="list-style-type: none"> <li>• Use of RespectX to receive and manage all disclosures and reports of gender-based violence.</li> <li>• Consistent reporting of de-identified incidents of gender-based violence in ANU disclosure tools, supporting ANU-wide oversight even where initial reports are made through College systems.</li> </ul>	<ul style="list-style-type: none"> <li>• Aggregated RespectX reports can be generated for ANU at any time, including:               <ul style="list-style-type: none"> <li>o de-identified data on incidents of gender-based violence</li> <li>o de-identified demographic and enrolment/engagement data for disclosers and respondents</li> <li>o locations of incidents</li> <li>o actions taken and implementation timelines</li> <li>o supports provided to disclosers.</li> </ul> </li> <li>• Survey results and meeting minutes documenting review of policy implementation and impact.</li> <li>• Person-centred, choice-based processes embedded in Harmful Behaviours Policy and Procedures.</li> <li>• Trauma-informed principles of safety, trust and agency reflected in policy and practice.</li> <li>• Survey results assessing perceived safety and trust in support-seeking and reporting pathways.</li> <li>• College affiliation and communication with the ANU Registrar regarding incidents of gender-based violence documented in policy and procedures.</li> </ul>

# 5. DATA, EVIDENCE AND IMPACT

## Mandatory Requirements

### Additional actions from Whole of Organisation Assessment

Key actions to build data, evidence and impact include:

- Sharing information about the security and anonymity features of RespectX, including direct communication from platform providers to leaders in early 2026.
- Developing a flowchart of disclosure and reporting pathways (as above) to make responses clearer and highlight discloser control.
- Ongoing resident consultation seeking feedback about trust in and perceived safety of disclosure and reporting pathways.

## APPENDIX A

### Calendar of Gender-Based Violence Training, Evaluation and Implementation Activities

In addition to specific training and evaluation activities, gender-based violence will be a standing agenda item in leadership team meetings, town hall, and full college meetings, to check progress and deliver evidence-based prevention messaging.

February	March	April
<ul style="list-style-type: none"> <li>Jan 29th - Staff GBV, disclosure, and trauma-informed training</li> <li>2–6 Feb: Student Leader Training – including training in GVB prevention, anti-racism, allyship, and ethical bystander behaviour</li> <li>9–13 Feb: First Year Orientation - training in consent and respectful relationships, GBV prevention, and allyship</li> <li>15 Feb: POD Catch Up</li> <li>16–20 Feb: Returning Resident Orientation - training in consent and respectful relationships, GBV prevention and allyship</li> <li>25 Feb: Leadership Team Meeting</li> <li>25 Feb: Term 1 Full College Meeting</li> </ul> <p>Provide GBV data to ANU</p>	<ul style="list-style-type: none"> <li>1 Mar: POD Catch Up</li> <li>2 Mar: Town Hall Meeting</li> <li>2 Mar: Corridor SR Catch-up</li> <li>4 Mar: Leadership Team Meeting</li> <li>11 Mar: Leadership Team Meeting</li> <li>15 Mar: POD Catch Up</li> <li>16 Mar: Corridor SR Catch-up</li> <li>25 Mar: Leadership Team Meeting</li> <li>29 Mar: POD Catch Up</li> <li>30 Mar: Corridor SR Catch-up</li> </ul> <p>Quarterly review of GBV prevention and response drawing on Respect X data and Student Services Team insights by Student Services Team and the Board</p> <p>Quarterly meeting between Director of ANU Residential Services and Head of College</p> <p>Provide GBV data to ANU</p>	<ul style="list-style-type: none"> <li>1 Apr: Leadership Team Meeting</li> <li>22 Apr: Leadership Team Meeting</li> <li>22 Apr: Term 2 Full College Meeting</li> <li>26 Apr: POD Catch Up</li> <li>27 Apr: Corridor SR Catch-up</li> <li>29 Apr: Leadership Team Meeting</li> </ul> <p>Provide GBV data to ANU</p>

May	June	July
<ul style="list-style-type: none"> <li>4 May: Town Hall Meeting</li> <li>6 May: Leadership Team Meeting</li> <li>10 May: POD Catch Up</li> <li>11 May: Corridor SR Catch-up</li> <li>13 May: Leadership Team Meeting</li> <li>20 May: Leadership Team Meeting</li> <li>24 May: POD Catch Up</li> <li>25 May: Town Hall Meeting</li> <li>25 May: Corridor SR Catch-up</li> <li>27 May: Leadership Team Meeting</li> </ul> <p>Provide GBV data to ANU</p>	<ul style="list-style-type: none"> <li>1 Jun: Corridor SR Catch-up</li> <li>1 Jun: Town Hall Meeting</li> <li>1 Jun: First Survey sent out regarding GBV knowledge, community culture, and trust in reporting processes</li> <li>3 Jun: Leadership Team Meeting</li> <li>29 Jun: Data analysis of survey and associated semester 2 recommendations complete</li> </ul> <p>Quarterly review of GBV prevention and response drawing on Respect X data and Student Services Team insights by Student Services Team and the Board</p> <p>Quarterly meeting between Director of ANU Residential Services and Head of College</p> <p>Provide GBV data to ANU</p>	<ul style="list-style-type: none"> <li>20–24 Jul: ANU O-Week - Training of new residents regarding consent, respectful relationships and gender-based violence prevention, as well as any required refreshers based on Sem 1 survey data</li> <li>27–31 Jul: Bush Week Program</li> <li>27 Jul: Corridor SR Catch-up</li> <li>29 Jul: Leadership Team Meeting</li> </ul> <p>Provide GBV data to ANU</p>
August	September	October
<ul style="list-style-type: none"> <li>4 May: Town Hall Meeting</li> <li>6 May: Leadership Team Meeting</li> <li>10 May: POD Catch Up</li> <li>11 May: Corridor SR Catch-up</li> <li>13 May: Leadership Team Meeting</li> <li>20 May: Leadership Team Meeting</li> <li>24 May: POD Catch Up</li> <li>25 May: Town Hall Meeting</li> <li>25 May: Corridor SR Catch-up</li> <li>27 May: Leadership Team Meeting</li> </ul> <p>Provide GBV data to ANU</p>	<ul style="list-style-type: none"> <li>17 Sep: Corridor SR Catch-up</li> <li>23 Sep: Leadership Team Meeting</li> <li>23 Sep: Term 4 Full College Meeting</li> <li>27 Sep: POD Catch Up</li> <li>28 Sep: Corridor SR Catch-up</li> <li>30 Sep: Leadership Team Meeting</li> </ul> <p>Quarterly review of GBV prevention and response drawing on Respect X data and Student Services Team insights by Student Services Team and the Board</p> <p>Quarterly meeting between Director of ANU Residential Services and Head of College</p> <p>Provide GBV data to ANU</p>	<ul style="list-style-type: none"> <li>14 Oct: Leadership Team Meeting</li> <li>18 Oct: POD Catch Up</li> <li>19 Oct: Corridor SR Catch-up</li> <li>21 Oct: Leadership Team Meeting</li> <li>28 Oct: Leadership Team Meeting</li> </ul> <p>Provide GBV data to ANU</p>

November	December	Future Review Cycles
<ul style="list-style-type: none"> <li>12 Nov: Corridor SR Catch-up</li> <li>1 Nov: POD Catch Up</li> <li>2 Nov: Town Hall Meeting</li> <li>2 Nov: Second Survey sent out regarding GBV knowledge, community culture, and trust in reporting processes</li> <li>4 Nov: Leadership Team Meeting</li> <li>30 Nov: Data analysis of survey and associated recommendations for 2027 complete</li> </ul> <p>Provide GBV data to ANU</p>	<p>Quarterly review of GBV prevention and response drawing on Respect X data and Student Services Team insights by Student Services Team and the Board</p> <p>Quarterly meeting between Director of ANU Residential Services and Head of College</p> <p>Provide GBV data to ANU</p>	<p>2028</p> <ul style="list-style-type: none"> <li>Review of Whole of Organisation Prevention and Response Plan</li> <li>Review of Harmful Behaviours and Gender-Based Violence Response and Prevention Policy</li> </ul>