

# Safety: Gender Based Violence

## Prevention and Response

Gendered violence is a broad term that includes, partner or dating violence, domestic and family violence, sexualised bullying, sexual misconduct, including sex-based discrimination, sexual harassment and sexual assault.

**Gendered violence has NO place at NIDA.**

NIDA is committed to working to prevent all forms of gendered violence, including sexual misconduct, on the NIDA campus.

NIDA policy frameworks and learning and teaching activities act to:

- Build a safe and respectful teaching and learning environment.
- Raise awareness of gendered violence.
- Provide opportunities for reporting gendered violence, including sexual misconduct.
- Encourage appropriate and safe bystander action.

It takes courage to reach out, but if you have experienced sexual harm, help is available.

### How to Report

To report sexual misconduct or sexual harassment or other forms of gender-based violence:

- Report via the [online form](#) on the NIDA website.
- Report by [making an appointment](#) with a NIDA counsellor.
- Report to a staff member in person.
- Report to [NSW Police](#).
- Call:
  - 000 to report to police (emergency)
  - 1800 424 017 NSW Rape Crisis Centre

## Assistance and Support

**Sexual, Domestic and Family Violence Helpline:** 1800 943 539

**Rainbow Sexual, Domestic and Family Violence Helpline:** 1800 497 212

**Sexual Abuse and Redress Support Service:** 1800 211 028

**NSW Sexual Violence Helpline:** 1800 424 017

**Online Counselling Service** available 24/7 (with a quick exit button):

<https://fullstop.org.au/>

### **1800RESPECT**

24/7 counselling and support service for people who have experienced sexual assault or family domestic violence: 1800 737 732

Online services and resources: <https://www.1800respect.org.au/>

### **Youth Law Australia**

Information about sex, dating and sexual abuse: <https://yla.org.au/nsw/topics/health-love-and-sex/sex/>

**NSW Rape Crisis Centre:** [www.cbdvsd.com.au/nsw-rape-crisis-centre/](http://www.cbdvsd.com.au/nsw-rape-crisis-centre/)

**White Ribbon Australia:** <https://www.whiteribbon.org.au/helplines/>

### **Health Direct**

Free Australian health advice: <https://www.healthdirect.gov.au/australian-health-services/healthcare-service/virtual/nsw-domestic-violence-crisis-line/domestic-violence-counselling/f69ed6d7-0e31-2042-6840-7ac21fdcf7b>

### **Pandora's Project**

Sexual assault support and resources: <https://pandys.org>

## NIDA encourages Bystander Action

Why bystander action? A key aspect of creating such a safe and inclusive campus is to equip all community members to step in when they see or hear about sexist language, sex discrimination or sexual harassment taking place at work, gendered violence or sexual assault.

'Stepping in' can take many forms and is often referred to as 'bystander action'. It can include speaking up against sexist or disparaging language or jokes, sexual misconduct including assault and harassment, or identifying and changing practices and policies that discriminate against people on the basis of gender.

It does not include intervening in unsafe or violent situations!

Bystander actions should never involve someone putting themselves or others in a potentially dangerous or risky situation. Only step in and take bystander action when it is safe to do so.

Possible Bystander Actions:

→ If it's safe to do so, Calling out:

- Sexist language
- Sex discrimination
- Harassment or sexual harassment
- Bullying
- Vilification
- Offensive language or actions
- Victimisation
- Sexual Misconduct, including sexual assault

→ Encouraging others to speak out or take action.

→ Report it via [NIDA's website](#).

## Investigations

For NIDA to investigate a complaint or possible breach of code of conduct, the incident must have a tangible connection to NIDA. The table below gives examples of when we can and can't investigate an issue.

When we can investigate	When we cannot investigate
The alleged sexual misconduct or gendered violence incident occurred on campus e.g. workshop, library, rehearsal room.	The alleged sexual misconduct or gender violence occurred at an even unconnected to NIDA, such as at a private venue or residence.
The alleged sexual misconduct or gender violence incident occurred at an official event for SCON.	The alleged sexual misconduct or gender violence occurred at social drinks at a pub/club following an official SCON meeting.
The alleged sexual misconduct or gender violence occurred on the official NIDA website or other official NIDA managed social media sites.	The alleged sexual misconduct or gender violence occurred on a platform not managed or controlled by NIDA.
The alleged sexual misconduct or gender violence occurred at a UNSW owned or operated or affiliated accommodation.	The alleged sexual misconduct or gender violence occurred at a private or unaffiliated college or private home.

Other potential investigation limiting factors are:

- The person identified as responsible for the misconduct is not a NIDA student or NIDA staff member or otherwise connected to NIDA.
- The complaint is anonymous.

If NIDA cannot proceed with an investigation, it doesn't mean that you are not believed or that we think the incident didn't occur. It means that NIDA does not have the power to investigate the report.

If NIDA can't proceed with an investigation into possible staff or student misconduct, we encourage you to still report the incident so that we can offer support services and referrals as appropriate.

## What to expect in an investigation?

If we receive a report, we will read it carefully.

We know it takes courage to report and that it can be very difficult. You can expect that you will be treated with courtesy, respect and fairness.

Someone will reach out and ask if you would like to discuss your report. You will be encouraged to have a support person with you.

When the person investigating meets with you, they:

- may ask you for more information to allow us to properly assess your report and decide on the best way forward – details are important.
- may ask if anyone else has relevant information about what occurred.
- will provide you with information about support services.
- will ask if anyone else has relevant information about what occurred.

The investigator will review the preliminary information and decide if the matter is within NIDA's policy framework.