Policy Explainer:

How Deakin prevents gender-based violence

Read the full version here:
Gender-based Violence Prevention and Response Policy

What is this explainer for?

This document helps students and staff understand what Deakin's Gender-based Violence Prevention and Response Policy says about **how Deakin will prevent gender-based violence** and what this means for you.

What is gender-based violence?

Gender-based violence is '*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 of the deprivation of liberty' (National Code 2025)*.

Gender-based violence means violence that is more likely to affect women and gender-diverse people or is caused by gender inequality. This can include:

- Physical violence: hurting someone physically, often in a family violence situation
- Sexual violence: like sexual harassment or sexual assault (sexual touching without consent)
- Psychological: gaslighting, name calling and verbal abuse
- Financial forms of violence: like limiting access to money, work or study.

Violence can come from a partner, a family member or someone you don't know. It can happen to anyone, of any gender or identity.

Gender-based violence is not acceptable

At Deakin, we don't accept Gender-based violence. We are trying hard to stop violence and to support people who need it, no matter where violence occurs.

What causes gender-based violence?

Our Watch, Australia's lead gender-based violence prevention organisation, has found four drivers (or root causes) of gender-based violence in Australia.

Accepting or excusing violence against women When people make excuses for violence or act like it's not a big deal, it happens more often.	**Men having control of decision making** Violence is more common when men control the decisions in relationships or communities.
Strict ideas about gender roles When people have strict ideas about binary gender and believe men and women must act a certain way.	**Male peer groups that encourage disrespect** When peer groups encourage men to be aggressive, in control and have lots of sexual partners, and people feel pressure to fit in with these ideas, violence against women is more likely.

These are the drivers in Australia, but gender-based violence happens around the world, and there may be other drivers that play a role in other places.

Additional risk factors

At Deakin, we know that some people face higher risks, experience gender-based violence in different ways, or find it harder to report violence or access support. This can be because of:

Their situation (like where they work, study, travel or live):

- Students living on campus on student residence
- Students on trips or study tours
- Graduate researchers
- Students on placements or internships; or
- International students.

Their identity (because of discrimination and exclusion):

- LGBTIQA+ people
- Aboriginal and Torres Strait Islander people
- People from migrant or refugee backgrounds; or
- People with a disability/disabilities.

How Deakin is preventing gender-based violence

All staff and students are responsible for making Deakin a safe place to be. We want Deakin to be safe for learning, work, and social activities, and free from gender-based violence and discrimination. The University is working to stop harmful behaviour and to support anyone affected.

We do this though:

- **Leadership:** making sure Deakin's leaders understand and take action to prevent violence
- **Risk management:** Identifying risks and taking action across the University
- **Policy and procedure:** The gender-based violence policy and procedure and codes of conduct
- **Education:** Training, orientation and induction modules
- **Communication:** Providing information to staff and students through emails, blogs and events; and
- **Culture:** Working to create respectful communities and make sure everyone is clear about how they should behave at Deakin.

What you can do to prevent gender-based violence

Everyone has a role to play! You can play your part by:

- Doing your compliance modules: the Respectful Behaviours at Deakin module for staff, and the Academic Integrity and Respect at Deakin module for students.
- Signing up for training workshops: especially for support staff or student leaders.
- Participating in Deakin events: like Respect Week to learn more about healthy and respectful relationships and where people can get support.
- Speaking up when you see bad behaviour: including telling staff or security if you need; and
- Supporting friends, students and staff when they experience harmful behaviour.