



ORMOND COLLEGE
THE UNIVERSITY OF MELBOURNE

Whole of Organisation Prevention and Response Plan

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



Table of Contents

Context	3
<i>Introduction.....</i>	<i>3</i>
<i>Acknowledgement of Country</i>	<i>3</i>
<i>Statement of Leadership Intent.....</i>	<i>3</i>
<i>Residential Context and Disproportionate Risk</i>	<i>4</i>
<i>Trauma-Informed and Survivor-Centred Approach.....</i>	<i>4</i>
<i>Purpose of the Plan and Commitment to the National Code.....</i>	<i>4</i>
<i>Whole-of-Organisation Commitment</i>	<i>4</i>
<i>Navigating this Plan.....</i>	<i>5</i>
Section 1: Accountable Leadership and Governance	6
<i>Overview</i>	<i>6</i>
<i>Mandatory requirements.....</i>	<i>7</i>
<i>Additional actions from whole-of-organisation assessment</i>	<i>7</i>
Section 2: Safe Environments and Systems.....	8
<i>Overview</i>	<i>8</i>
<i>Mandatory requirements.....</i>	<i>8</i>
<i>Additional actions from whole-of-organisation assessment</i>	<i>9</i>
Section 3: Knowledge and capability	11
<i>Overview</i>	<i>11</i>
<i>Mandatory requirements.....</i>	<i>11</i>
<i>Additional actions from whole-of-organisation assessment</i>	<i>12</i>
Section 4: Safety and support.....	13
<i>Overview</i>	<i>13</i>
<i>Mandatory requirements.....</i>	<i>13</i>
<i>Additional actions from whole-of-organisation assessment</i>	<i>14</i>
Section 5: Data, evidence and impact.....	15
<i>Overview</i>	<i>15</i>
<i>Mandatory requirements.....</i>	<i>15</i>
<i>Additional actions from whole-of-organisation assessment</i>	<i>16</i>
Appendices.....	17

Context

Introduction

Ormond College, University of Melbourne, was established in 1881 by the Presbyterian Church. Today, as a residential college affiliated with the University of Melbourne, it has 420 residential students, 80 non-resident students and 100 staff including six in residence. The Wade Institute for Entrepreneurship extends Ormond's educational offer, developing practical skills in enterprise and innovation. The College strives to create a community in which all people feel safe, respected and included.

Ormond College recognises that gender-based violence (GBV) is a pervasive and systemic issue that affects communities across higher education, including in residential college settings. Gender-based violence causes significant harm to individuals and communities, undermines trust and belonging and can have lasting impacts on wellbeing, safety, educational participation and outcomes.

The College takes an unequivocal stance that gender-based violence is unacceptable in all its forms, including but not limited to, sexual harassment, sexual assault, coercive control, family and intimate partner violence, stalking, and other behaviours that cause harm, fear or loss of autonomy. Experiences of gender-based violence are shaped by power, gender, culture and social context and, where these intersect, some members of the community may face heightened vulnerability or additional barriers to seeking support.

Acknowledgement of Country

Ormond College acknowledges the Traditional Owners of the land on which the College stands, the Wurundjeri People of the Kulin Nation. The Wurundjeri People are the people of the Wurun, the river white gum, and have been custodians of this land for thousands of years. In acknowledging Country, Ormond College recognises that care, safety and respect for one another are longstanding principles embedded in Aboriginal cultures. Ormond College pay respects to Aboriginal and Torres Strait Islander Elders past and present, and acknowledge emerging leaders, and we recognise the ongoing connection of Aboriginal and Torres Strait Islander peoples to land, waters and culture.

This Prevention and Response Plan is grounded in a commitment to shared responsibility, respect and the wellbeing of all members of the College community.

Statement of Leadership Intent

Ormond College is committed to providing a community in which every person is safe, respected, and able to participate fully in college life. Gender-based violence, sexual harm, bullying, racism, discrimination, and harassment are unacceptable, and preventing and responding to them is a core leadership and governance responsibility.

This Plan reflects our commitment to clear accountability, strong systems, and a culture in which respectful behaviour is expected, and harmful conduct is addressed. We recognise that policy alone is insufficient. Meaningful change requires sustained leadership, trauma-informed responses, and ongoing engagement with students and staff, particularly those whose voices have been marginalised.

This Plan is a living framework. The College will monitor progress, learn from experience, and hold itself accountable for continuous improvement, with the aim of fostering trust, belonging, and a safe and inclusive community.

Residential Context and Disproportionate Risk

Ormond College acknowledges gender-based violence occurs within residential and accommodation settings, including university colleges. Factors such as shared living environments, social traditions, alcohol use, leadership hierarchies, power differentials and close interpersonal relationships have the potential to increase the risk of harm and the impact of that harm. The College understands this risk demands a heightened level of responsibility, leadership and care. As a residential community, Ormond College embraces its obligation to take proactive, intentional and sustained action to prevent gender-based violence, to respond safely and compassionately when harm occurs, and to continuously strengthen culture, systems and accountability.

Trauma-Informed and Survivor-Centred Approach

Ormond College adopts a trauma-informed and survivor-centred approach to the prevention of, and response to, gender-based violence. This approach recognises the impacts of trauma and prioritises:

- physical, emotional, psychological and cultural safety;
- respect for autonomy, choice and agency;
- trust, transparency and clear communication;
- empowerment and dignity; and
- inclusive and culturally responsive practice.

The College affirms that access to support does not depend on making a formal report or participating in investigative processes and recognises that individuals may choose different pathways at different times.

Purpose of the Plan and Commitment to the National Code

This Gender-Based Violence Whole-of-Organisation Prevention and Response Plan (the Plan) sets out Ormond College's commitment to meeting the requirements of the **National Code to Prevent and Respond to Gender-Based Violence in Higher Education** (the National Code). The Plan establishes a coordinated framework to prevent gender-based violence, provide safe and effective responses, support those affected, and strengthen accountability across the whole organisation.

Ormond College welcomes the National Code as a critical and enabling framework. The National Code provides a clear, evidence-informed model for strengthening prevention, response and accountability, and presents an opportunity to further embed best practice, deepen collaboration with the University of Melbourne, and enhance safety and support for all members of the Ormond community. The College approaches the National Code not as a compliance exercise, but as a catalyst for meaningful, sustained cultural change.

Whole-of-Organisation Commitment

This Plan reflects Ormond College's commitment to a holistic approach, which spans prevention, early intervention, response and recovery, recognising that this requires coordinated action across leadership, governance, culture, systems, education and support services.

The Plan has been informed by an assessment of enablers, systemic risks and barriers to preventing and responding to gender-based violence within Ormond College's residential context. The development and implementation of this Plan is informed by student and staff feedback, including the Ormond Experience Survey and staff engagement data, surveys and focus groups.

Ormond College has engaged with external specialist providers such as Moores Legal, Code Black Psychology and University Colleges Australia to shape this draft Plan and it thanks students who have shared their experiences, insights and feedback. Their willingness to speak honestly about safety, culture and belonging is

essential to identifying areas for change and strengthening prevention and response efforts. The College is committed to ensuring that this Plan reflects survivor voices, prioritises safety and agency, and contributes to meaningful cultural change.

The College recognises preventing and responding to gender-based violence is not a finite task. Best practice demands Ormond College continuously improves, responding to lived experience, evidence-based research, regulatory change and community feedback. This includes regular review and updates of policies, training, systems and supports.

This Plan builds on existing foundations and formalises Ormond College’s commitment to preventing gender-based violence. The College is committed to working with the University of Melbourne’s Gender-based Violence Prevention and Response Plan and Outcomes Framework, active monitoring and evaluation, and sustained engagement with students, staff and experts, to ensure that its approach to gender-based violence prevention and response is effective, evidence-based, contemporary and grounded in care, safety and respect.

Navigating this Plan

To support clarity, each action in this Plan is assigned a status colour code indicating whether it reflects existing practice, strengthens current approaches, or introduces new capability. This approach provides transparency about where Ormond College already meets the requirements of the National Code and where it is making progress.

Status	Label	Description	Purpose
A	Existing	Practice or activity already in place and operating at Ormond College.	Demonstrates current alignment with the National Code
B	Strengthen	Practice that builds on existing activity and requires improvement, uplift or greater consistency.	Supports continuous improvement
C	New	New action introduced to meet Code requirements or to address identified gaps.	Builds new capability or systems

Section 1: Accountable Leadership and Governance

Overview

Ormond College recognises that its leadership and governance structures play a central role in preventing and responding to gender-based violence (GBV). The Council and the Executive understand gender-based violence as serious harm requiring proactive prevention, early intervention, clear reporting pathways and consistent accountability. This understanding is informed by professional experience, existing training and a commitment to strengthening training for all members of the Ormond College community. Gender-based violence is recognised as individual misconduct and a cultural and systemic issue. The College is committed to ensuring this understanding is widely and consistently shared.

Diversity within leadership and governance is a key protective factor in promoting inclusive, respectful and safe environments. The Council and executive reflect diversity across gender, professional expertise and cultural background. The Council comprises three women and four men and the Executive comprises four women and three men. Diversity is actively taken into consideration in appointments and succession planning, with a commitment to continuous improvement in increasing diversity.

The College's strategic documents embed respect, gender equality, diversity and inclusion as core values. These principles guide governance, leadership decision-making, behavioural expectations, student wellbeing priorities and accountability mechanisms. They underpin the College's approach to preventing gender-based violence and are reflected in student education and training initiatives, including wellbeing and safety commitments and targeted programs to support all students.

The Council and Executive maintain oversight of the College's culture and environment through monitoring mechanisms including incident reporting, comprehensive student surveys and staff feedback, supporting early identification of risks and continuous improvement.

There is no evidence of a pattern of minimising or excusing gender-based violence. Allegations are addressed in accordance with policy, with sanctions applied where appropriate. Governance structures promote shared responsibility, transparency and accountability and do not reinforce traditional gendered hierarchies.

Gender-based violence is recognised by the Council and Executive as a significant institutional risk impacting safety, wellbeing, reputation and regulatory compliance. Resources are allocated to prevention and response initiatives. Responsibility is shared across leadership roles. While the Vice Master holds portfolio responsibility due to her expertise, ultimate accountability rests with the Council and Master and Head of College. Ormond College is committed to strengthening accountability through enhanced training, reporting and governance oversight.

The actions outlined demonstrate how Ormond College aligns its leadership structures and governance frameworks with the requirements of the National Code, supporting a whole-of-organisation approach that prioritises safety, transparency, and continuous improvement.

Mandatory requirements

National Code standard	Key action	Evidence of compliance
7.2	Prepare, implement and publish a Whole-of-Organisation Gender-Based Violence Prevention and Response Plan aligned with the National Code.	Ormond College will publish its Draft Gender-Based Violence Prevention and Response Plan on the Ormond College website by 16 January 2026.
7.2		The Gender-Based Violence Prevention and Response Plan has gone to Ormond College Council and will be endorsed on 26/02/26.
7.2		Ormond College established a Gender-Based Violence Prevention Working Group in Semester 2, 2025 to oversee the development, implementation and finalisation of the Plan. By the start of Semester 2, 2026 the Working Group will include 2 students / survivors.
7.2		Council and the Executive provide governance and oversight through endorsement, reporting and review processes to ensure accountability and alignment with University of Melbourne requirements.
7.3	Monitor and measure the impact of the Prevention and Response Plan on an ongoing basis and review at least every three years.	In accordance with University of Melbourne requirements, Ormond College monitors and measures the impact of its Gender-Based Violence Prevention and Response Plan on an ongoing basis using student and staff survey data, consultation feedback, training participation data and governance reporting.
7.3	Monitor and measure the impact of the Prevention and Response Plan on an ongoing basis and review at least every three years.	The Ormond Experience Survey of all students is conducted each semester and, in most instances, provides strong evidence of a safe, inclusive and supportive community.
7.3		Where survey findings or other feedback identifies cultural or behavioural risks, Ormond College takes action to address, prevent or reduce harm.
7.3		Ormond College consults staff through the Employee Engagement Pulse Survey.
7.3		The Plan is formally reviewed and updated at least every three years, or earlier where required, to ensure continued alignment with the National Code and best practice.

Additional actions from whole-of-organisation assessment

Ormond College maintains a **zero-tolerance approach** to sexual harm, bullying, racism, discrimination and all forms of gender-based violence. Through education and training, clear policies, accessible reporting pathways and strong wellbeing support, the College continues to work proactively to build and sustain a safe, respectful and inclusive community.

Ormond College plans to continue to diversify the College's leadership and governance and engage an expert training provider to ensure all Council members are aware of issues and risks around gender-based violence, gender equality, diversity and inclusion.

Section 2: Safe Environments and Systems

Overview

Ormond College understands that residential and accommodation settings carry heightened risks for gender-based violence due to close living arrangements, power dynamics, leadership structures and social contexts. Preventing harm in these environments requires intentional design, strong systems and consistent safeguards embedded in everyday practice.

This section outlines how Ormond College implements robust policies, procedures and operational systems to reduce risk, support safety and ensure accountability across the College. Through proactive screening, clear disclosure and declaration requirements, policy alignment and governance oversight, the College adopts a trauma-informed approach to prioritise student safety, choice and wellbeing, while supporting transparency, procedural fairness and continuous improvement in line with the National Code.

Mandatory requirements

	Key actions	Evidence of compliance
7.4a	Require staff to declare any previous investigations or substantiated allegations of gender-based violence.	Ormond College requires staff, including contractors and casual staff, to declare any prior investigations or substantiated findings relating to gender-based violence as part of recruitment and onboarding processes, by the end of February 2026.
7.4a	Assess declared information as part of employment and engagement decision-making.	Declarations are reviewed, with risk assessments undertaken to inform employment, role allocation and supervision arrangements, in line with privacy and procedural fairness requirements.
7.4a	Consider substantiated allegations when making promotion or recognition decisions.	Substantiated allegations of gender-based violence are documented and considered in promotion, recognition and leadership appointment processes to ensure student safety and institutional integrity.
7.4a	Require declaration of current or previous intimate personal relationships with residents.	All staff and some student leaders are required to declare current or prior intimate personal relationships with residents prior to the commencement of Orientation Week 2026.
7.4a	Manage risks arising from declared relationships.	Where a declaration is made, risk management strategies are implemented, including adjustments to reporting lines, supervision, leadership responsibilities or accommodation arrangements as required.
7.4a	Apply enhanced safeguards for student leaders.	Where student leaders disclose prior conduct or relationships, oversight and risk management plans are implemented to ensure they are not placed in positions of authority or support over affected residents.
7.4a	Maintain documentation and oversight of suitability processes.	Records of declarations, assessments and risk management actions are maintained securely

	Key actions	Evidence of compliance
		and reviewed as part of governance and compliance monitoring.
7.4b	Prohibit the use of non-disclosure agreements in gender-based violence matters.	Ormond College policies explicitly prohibit the use of non-disclosure agreements in matters relating to gender-based violence unless specifically requested by the person who has experienced harm.
7.4b	Ensure settlement agreements do not restrict reporting or information-sharing.	Settlement or resolution agreements relating to gender-based violence do not include confidentiality or non-disparagement clauses that prevent reporting, disclosure to support services or participation in regulatory processes.
7.4b	Communicate the prohibition on non-disclosure agreements clearly.	The College's position on non-disclosure agreements is clearly articulated in policy documentation, staff training and governance materials.
7.4c	Maintain policies and procedures aligned with the National Code.	Ormond College has reviewed and improved SAFE policies and procedures, re-named as: Sexual Harm, Gender-based Violence, Discrimination and Bullying Policy and Procedure. Ormond College will develop a Gender Equity Policy in 2026.
7.4c	Review and update policies to ensure ongoing alignment.	Policies and procedures are reviewed regularly and updated in response to changes in legislation, National Code requirements, University of Melbourne guidance and emerging best practice.
7.4c	Ensure policies are embedded in operational practice.	Policies are operationalised through staff training, student education, reporting pathways and governance oversight, ensuring consistent and effective application across the residential environment.
7.4c	Record review cycles and accountability mechanisms.	Policy review cycles, responsible officers and governance oversight arrangements are documented and monitored to support accountability and continuous improvement.

Additional actions from whole-of-organisation assessment

The actions outlined below are directly informed by Ormond College's Whole-of-Organisation Assessment, which examined enablers, risks and barriers to preventing and responding to gender-based violence across leadership, culture, systems, service delivery and the residential environment. The assessment highlighted the importance of addressing how student life, traditions, physical environments and social norms interact, and how prevention efforts must extend beyond policy to everyday practice.

Ormond College has identified the following additional actions to strengthen safe environments and systems:

- **Applying a gender-based violence prevention lens** to student events, traditions and social activities, informed by assessment findings relating to alcohol use, power dynamics, leadership roles and

environmental factors. Reviews are used to guide changes to event design, supervision, staffing and expectations where required.

- **Monitoring student trends and patterns of behaviour** through survey data, incident information, wellbeing interactions and residential life insights, as identified in the assessment, to detect emerging risks and inform preventative action.
- **Strengthening shared responsibility and student ownership** of safety, by working with student leaders and representative bodies to reinforce expectations around respectful behaviour, peer support and early intervention within the student cohort.
- **Encourage students to continue to take personal responsibility** for safeguarding possessions and securing their rooms.
- **Improving the safety of physical and shared environments**, including attention to areas and spaces identified through the assessment as requiring additional oversight or modification.
- **Expanding inclusive, low-pressure social opportunities**, including non-alcohol-based activities, to support connection and belonging for students who may experience isolation or disengagement.
- **Enhancing staff presence, capability and supervision during higher-risk periods**, including Orientation Week, night-time and major social events.
- **Strengthening guidance on digital conduct and online behaviour**, informed by assessment insights into student interactions and emerging risks in digital spaces.
- **Develop clear and consistent messaging** on gender equality, respect, diversity and inclusion across recruitment, admissions, student life, alumni engagement and donor communications.
- **Introduce explicit expectations for alumni** conduct at all College events and in mentoring relationships through an Alumni Code of Conduct aligned to Ormond's Sexual Harm, Gender-based Violence, Discrimination and Bullying Policy and Procedure.
- **Strengthen communication** to prospective students, families and community partners about the College's commitments to gender-based violence prevention and reporting pathways

Section 3: Knowledge and capability

Overview

Building and sustaining knowledge and capability across the College community is essential to preventing and responding effectively to gender-based violence. This section outlines how Ormond College ensures that staff, students and student leaders are equipped with the knowledge, skills and confidence required to promote respectful relationships, respond appropriately to disclosures, and contribute to a safe and inclusive residential environment. See Appendix 2: Ormond College- Gender-Based Violence Prevention and Response Training Plan (2026)

Mandatory requirements

National Code Standard	Key actions	Evidence of compliance
7.5	Embed accountability for training completion within leadership roles.	Completion of gender-based violence prevention and responding-to-disclosures training is monitored for staff and student leaders, with expectations embedded into leadership role descriptions and accountability processes.
7.5	Deliver enhanced, role-specific training for student leaders as culture-setters.	Student leaders receive additional training focused on power, influence, boundary-setting, peer support and early intervention within residential settings, recognising their role in shaping culture and supporting safety.
7.5	Ensure prevention education and training are trauma-informed and evidence-based.	All prevention education and responding-to-disclosures training is grounded in trauma-informed principles, including safety, choice, trust, collaboration and empowerment, and informed by current evidence and sector guidance.
7.5	Evaluate and refine education and training on an ongoing basis.	Training content, timing and delivery methods are reviewed annually using survey findings, disclosure trends and qualitative feedback from students, staff and wellbeing services. Findings inform updates to training programs to address identified gaps or emerging risks.
7.5	Reinforce student ownership of community safety.	Education and messaging emphasise peer responsibility, positive bystander action and collective care as core expectations of membership of the Ormond College community.
7.6	Maintain organisational capability and continuity in risk assessment practice.	Risk assessment knowledge, frameworks and decision-making processes are documented and shared within Student Services and Residential Life teams to support consistency, supervision and continuity, particularly during staff transitions.
7.6	Strengthen quality assurance and oversight of risk assessment practice.	Risk assessment practices are subject to supervision and periodic review and informed by incident trends, emerging risks and external guidance to ensure alignment with best practice and the National Code.
7.6	Benchmark practice against sector standards.	The College periodically benchmarks its prevention education and risk assessment practices against sector guidance and peer institutions to support continuous improvement and alignment with emerging best practice.

Additional actions from whole-of-organisation assessment

Ormond College has identified the following additional actions to strengthen knowledge and capability:

- **Strengthening shared understanding of roles and responsibilities** across staff and student leadership structures, including clearer guidance on boundaries, responding to concerns, escalation pathways and referral processes.
- **Increase staff visibility:** weekly drop-in hours, floor walks, publish clear staff biographies with photos, structured introductions at start of each semester, and a Who-to-talk-to card for every resident.
- **Addressing identified gaps in knowledge and confidence** through targeted education and training, particularly for staff and student leaders who play a key role in setting culture, responding to disclosures and managing risk within the residential environment.
- **Embedding trauma-informed and culturally responsive practice** across education, training and support services, reflecting assessment findings relating to diverse student experiences, including those of First Nations students, culturally and linguistically diverse students, students with disability, and students of diverse sexual orientations and gender identities.
- **Strengthening norms and everyday practices** that promote respectful relationships, early intervention and peer accountability, including clearer expectations for behaviour in social, residential and leadership contexts.
- **Using assessment data to guide capability development**, including insights from student and staff surveys, wellbeing interactions and consultation processes to refine training content, delivery methods and timing.
- **Building internal capability over time**, by supporting professional development for wellbeing, residential life and student services staff, and ensuring access to specialist expertise where additional capability is required.
- **Deliver regular, evidence-based education and training** on consent, sexual harm, bullying, discrimination and positive bystander intervention across multiple formats and touchpoints throughout the student lifecycle.
- **Embedding review and learning cycles**, so that knowledge and capability initiatives are regularly evaluated and updated in response to emerging risks, student trends and evolving best practice.

Section 4: Safety and support

Overview

This section outlines how Ormond College ensures students can access support, how risks are identified and managed following disclosures, and how decisions are made and implemented in a manner that prioritises safety, choice and wellbeing, while aligning with the National Code and University of Melbourne requirements.

Ormond College is fortunate to have a number of key student support staff who are experienced and trained in responding to gender-based violence and psychological support. These staff are listed in Appendix 1. Staff work in close collaboration with student leaders to ensure a safe and respectful community. Staff and student leaders meet regularly and share responsibility for culture building and risk management. The training programs around Gender-Based Violence prevention, response and support are delivered after consultation with leaders and with their support. At the same time, it is made clear to students that trained staff are responsible for reporting and response.

Ormond College recognises that timely access to support, clear response pathways and effective risk management are critical to preventing harm and responding appropriately to disclosures of gender-based violence. Residential settings require systems that are visible, accessible and consistently applied, particularly in moments of heightened risk or distress.

Mandatory requirements

National Code Standard	Key action	Evidence of compliance
7.7a	Ormond College applies a trauma-informed response framework across wellbeing, residential life and leadership roles.	Trauma-informed principles embedded in the sexual harm, gender-based violence, discrimination and bullying prevention policy. The policies are: <ol style="list-style-type: none"> 1. Sexual Harm, Gender-based Violence, Discrimination and Bullying Policy. 2. Employee Discrimination, Bullying and Harassment and Sexual Harassment Policy.
7.7a	Staff are trained to respond to disclosures in a manner that prioritises safety, choice and dignity.	Staff training materials include responding to disclosures and trauma-informed practice.
7.7a	Students can access professional wellbeing support within the College.	Access to on-site psychologists and trained wellbeing and residential life staff.
7.7b	Clear information about support services is provided before and throughout residence.	Support services outlined in the Resident Handbook and on The Grail, the Ormond College intranet.
7.7b	Students receive information about support pathways during orientation and early semester.	Orientation briefings and early-semester communications include support information.
7.7b	Support is available at all times.	24-hour, seven-day-a-week staffing coverage and clear emergency and escalation pathways.
7.7c	Policies and procedures relating to gender-based violence are publicly accessible.	Sexual harm, Gender-based Violence, Discrimination and Bullying Policy and Procedures is available on the College website
7.7c	Students offered multiple reporting	Informal, formal and anonymous reporting options for

National Code Standard	Key action	Evidence of compliance
	pathways.	students are available.
7.7c	Reporting information is reinforced throughout the year.	Information reinforced through training, College communications and student leadership briefings.
7.7d	Students are supported to choose their preferred reporting pathway.	Students informed they can choose whether to engage with Ormond College processes or University of Melbourne processes.
7.7d	Staff support student choice without pressure.	Staff training emphasises informed choice.
7.7d	Clear referral pathways exist between Ormond College and the University of Melbourne.	Documented referral and information-sharing arrangements with the University of Melbourne. Ormond has an MOU with the University.
7.7e	Risk is actively managed after disclosures or incidents.	Immediate safety planning undertaken within 48 hours.
7.7e	Interim measures are implemented to manage risk.	Temporary arrangements used to manage contact between reporter/discloser and respondent, including support, accommodation and supervision.
7.7e	Risk management plans are monitored and reviewed.	Ongoing monitoring and review documented by wellbeing and leadership staff.
7.7f	Timely responses to disclosures are prioritised.	Initial response and safety check undertaken within required time frames.
7.7f	Ongoing support is coordinated with the students.	Individualised support plans developed in collaboration with students.
7.7f	Responses are documented and overseen.	Clear documentation, follow-up and reporting processes.

Additional actions from whole-of-organisation assessment

Ormond College will continue to:

- **Review and redesign Orientation Week and other traditional activities social practices and event structures** to reduce harm, address exclusionary norms, increase non-drinking activities and promote a culture of respect and care.
- **Expand and normalise non-alcohol-focused social activities**, informed by student feedback and preferences, to support connection, inclusion and wellbeing across the community. Set community agreements on noise, respect for sleep, study periods, and shared-space behaviour. Train Residential Advisers in early intervention practices.
- **Develop identity-informed safety strategies**, a First Nations guidance group; neurodiversity-aware communication; quiet hours; sensory-safe events; targeted wellbeing supports.
- **Strengthen student leadership capability** by supporting leaders to identify and respond to risk, model respectful behaviour, and take shared ownership of community safety and inclusion.
- **Assess and improve physical environments**, including bathrooms and shared spaces, to reduce environmental risks and enhance safety.
- **Enhance visible staff presence and supervision practices** at appropriate times and locations, balancing safety with respect for privacy, autonomy and dignity.
- Encourage students to continue to take personal responsibility for safeguarding possessions and securing their rooms.

Section 5: Data, evidence and impact

Overview

Ormond College recognises that meaningful prevention of and response to gender-based violence must be informed by robust data, evidence and evaluation. This section outlines how the College collects, analyses and uses data to monitor risk, assess impact, support transparency and guide continuous improvement, while maintaining confidentiality, privacy and a person-centred approach.

The College will monitor and review the effectiveness of the Plan overtime. This will be led by the GBV Working Party, meeting monthly and utilizing feedback from staff and students. Reporting internally to the Executive and Council and externally to the University of Melbourne, will be carried out as required. The Plan will be reviewed for effectiveness annually and refreshed every 3 years.

Mandatory requirements

National Code Standard summary	Key actions	Evidence of compliance
7.8	Ormond College collects and manages data relating to disclosures, reports and responses to gender-based violence through established College and University systems.	De-identified data is collected relating to disclosures, reports and responses including incident type, context, location and timing. RespectX will assist with data and reporting.
7.8	Ormond College uses secure reporting and case-management systems to support oversight and analysis.	Aggregated reports can be generated to support internal review, governance reporting and University reporting requirements.
7.8	Data is used to monitor trends and emerging risks within the residential environment.	Regular analysis of data identifies patterns relating to student events, alcohol involvement, power dynamics and environmental risk.
7.8	Ormond College integrates multiple data sources to assess impact.	Data sources include incident and disclosure records, student and staff survey results, training participation data, and consultation feedback.
7.8	Clear thresholds guide escalation, information-sharing and response.	Documented processes outline when matters are escalated internally, referred to the University of Melbourne, or trigger additional risk management actions.
7.8	Ormond College reports relevant data through governance and oversight structures.	Regular reporting to senior leadership and governance bodies supports accountability and informed decision-making.
7.8	Data informs review and continuous improvement of prevention and response practices.	Findings are used to refine policies, training programs, event planning and environmental controls.
7.8	The Gender-Based Violence Prevention and Response Plan is reviewed using evidence and outcomes data.	The Plan is formally reviewed at least every three years, or earlier where data indicates emerging risk or the need for improvement.

Additional actions from whole-of-organisation assessment

Ormond College will continue to:

- **Improve transparency and understanding of reporting systems** by clearly communicating confidentiality, anonymity and information-sharing arrangements to students and leaders.
- **Review and refine how disclosure and reporting pathways are communicated** to ensure they are clear, accessible and emphasise student choice and control.
- **Consult residents and staff** to assess trust in reporting pathways and perceptions of safety.
- **Strengthen feedback loops** so that insights from data analysis directly informs training, leadership development, student events and environmental design.
- **Embed regular data review into governance** and reporting cycles to ensure timely action and accountability.
- **Ensure all data collection and reporting practices** remain trauma-informed, privacy-conscious and focused on safety, dignity and agency.

Together, these actions ensure that Ormond College's approach supports a culture of learning, transparency and continuous improvement in the prevention of, and response to, gender-based violence.

Appendices

Appendix 1 Key Student Support Staff

Vice Master and Executive Director of Student Life and SAFE Coordinator

- Registered Psychologist with 20 years experience in senior leadership of Residential Colleges

Master of the College- 15 years in College leadership

Dean of Learning and SAFE Coordinator

Dean of Wellbeing and Inclusion and SAFE Contact Person

Dean of Community and SAFE Contact Person

Registered Psychologist 1- Male identifying

Registered Psychologist 2- Female identifying

Ormond College will appoint and train 3-4 staff to act as additional SAFE Contact persons.

10 Resident Advisors- Third year students with training in Mental Health First Aid, First Responder, Consent, Active Bystander behaviour, Diversity and Inclusion

Appendix 2 Ormond College – Gender-Based Violence Prevention and Response Training Plan (2026)

Event / Training	Provider	Educational Outcomes	Compulsory (Y/N)	First Year Undergrad Students	First Year Grads	Returning Students	Student Leaders	Residential Staff	Senior Residential Staff	SAFE Coordinators	Day Staff
Student Pre-Arrival Induction Portal	Ormond College / Alcocups/ Fearless Fox	GBV definitions; consent standards; SAFE reporting system; anonymous reporting; LGBTQIA+, Multicultural and First Nations education; wellbeing and harm minimisation	Y	✓	✓						
1 st Year Consent and Sexual Violence Training	Elephant Ed	Consent laws; drivers of sexual violence; gender and power; prevention strategies; bystander responsibility	Y		✓						
Student Leader Effective Upstanding (Bystander Intervention)	Elephant Ed	Spectrum of violence; peer pressure; stereotypes; bystander frameworks; responding to disclosures	Y				✓				
Graduate Orientation –	Elephant Ed / Ormond	Reinforcement of	Y		✓						

Safety, Support & Harm Minimisation	College	consent and GBV education; SAFE pathways; cultural safety; wellbeing									
SAFE Co-Ordinator delivered SAFE Policy Training	SAFE Co-Ordinator's	Clear articulation of SAFE policies and procedures	Y	✓	✓	✓	✓	✓	✓		✓
Sexual Harm Policy & SAFE System Training	Moore's Legal	SAFE policy overview; trauma-informed response; internal and external supports	Y						✓	✓	
SAFE Coordinators Training	Moore's Legal	Advanced trauma-informed response; risk management; escalation pathways	Y						✓	✓	
Post-Disclosure Risk Assessment Training	Code Black Psychology	Trauma-informed post-disclosure risk assessment	Y					✓	✓	✓	
RespectX Anonymous Reporting Tool Training	RespectX & Ormond College	Anonymous reporting; confidentiality; support services and referrals	Y	✓	✓	✓	✓	✓	✓	✓	✓
Transform – Whole Day Workshop	Man Cave	Emotional literacy; self-reflection; impacts of gender norms	N						✓	✓	
Healthy	Daniel	Media and	N	✓	✓	✓	✓	✓	✓	✓	✓

Masculinity Workshop	Principle	gender stereotypes; impacts of pornography; healthy masculinity									
First Nations Cultural Awareness Training	Freemantle Fellow	Language map; kinship; significant First Nations people	N	✓	✓	✓	✓				
Multicultural Awareness Training	Centre for Multicultural Youth	Cultural diversity; unconscious bias; CALD student support services	Y	✓	✓	✓	✓				
Mental Health At College Training	Ormond College Psychologists	Mental Health training, definitions, referrals.	Y/N (For Some staff)	✓	✓	✓	✓	✓	✓	✓	✓
LGBTQIA+ Inclusion Training	Ormond College / Minus 18	LGBTQIA+ terminology; allyship; barriers to inclusion	Y	✓	✓	✓	✓				
Men's Health Workshop	Men's Health GP	Men's mental and reproductive health; support services	N	✓		✓	✓	✓	✓		
Drug and Alcohol / Safe Partying Training	Multiple Providers (Alcocup / University Qld)	Safe Partying - risky behaviors.	Y	✓	✓	✓	✓				
Wurundjeri Cultural Awareness Training	Wurundjeri Woiwurrung Cultural Heritage Aboriginal Corporation	Cultural History, context, cultural awareness.	N	✓	✓	✓	✓	✓	✓	✓	✓