

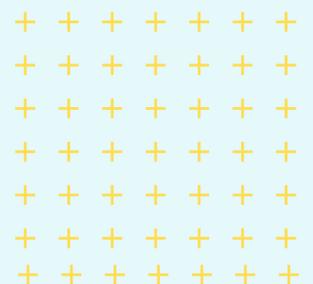


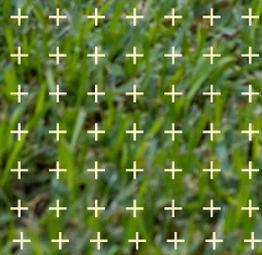
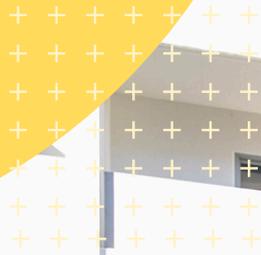
campus living
villages

Campus Living Villages (CLV) Australia

Whole-of-Organisation Gender-Based Violence Prevention and Response Plan and Outcomes Framework

March 2026





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Provider Name	Campus Living Villages Pty Limited (CLV)
Plan Period	1 January 2026 to 31 December 2030
Principal Executive Officer	Jeannine Rheinberger, Chief Operating Officer, Australia

Statement of Commitment

CLV is committed to ensuring that our villages are places where all members feel safe, respected, and supported. Gender-Based Violence has no place at CLV, and through our Whole-of-Organisation Gender-Based Violence Prevention and Response Plan ('the Plan'), the company pledges to lead with accountability, transparency, and purpose in preventing violence and supporting those affected.

Our organisation stands united in its zero-tolerance approach to Gender-Based Violence in all its forms - whether physical, sexual, psychological, or economic - and acknowledges the responsibility we share to prevent harm and respond effectively when it occurs.

This commitment is embedded in our values and operational practices. We will:

- **Prioritise safety and wellbeing** by ensuring our villages and accommodation environments are secure, trauma-informed and supportive.
- **Empower our community** through education, training, and awareness initiatives that challenge harmful attitudes and behaviours and encourage active bystander intervention.
- **Provide person-centred responses** that respect dignity, confidentiality, and cultural safety and personal agency for those affected by Gender-Based Violence.
- **Collaborate with stakeholders** including students, staff, advocacy groups, and external experts to strengthen prevention and response strategies across all CLV sites.
- **Monitor and evaluate progress** ensure continuous improvement and contribute to the national evidence base on Gender-Based Violence prevention by using evidence-informed approaches.

This Plan represents CLV's commitment to systemic, long-term cultural change guided by its values of Care, Accountability, Integrity and Teamwork. It strengthens governance, enhances support services, and centers the voices of diverse cohorts across the CLV Communities, particularly those who are disproportionately affected by Gender-Based Violence, including women, First Nations people, culturally and linguistically diverse communities, people with disability, and people of diverse sexual orientation and gender identity.

CLV is committed to embedding Gender-Based Violence prevention into senior leadership KPIs, publishing annual progress reports, fostering bystander intervention and prevention education, and ensuring continuous improvement through evidence-based practice. Through combined efforts across the organisation, CLV will remain a safe, welcoming, and inclusive place for all.

Provider Overview

CLV is an Australian-owned specialist in on-campus student accommodation with over 20 years of corporate experience. Since opening our first village at the University of Sydney in 2002, we have consistently demonstrated our operational and development expertise and expanded our presence across our portfolio.

At CLV, we specialise in creating and operating vibrant on-campus student accommodation tailored to the needs of our university partners. We have over 20 years of experience in offering unrivalled expertise in developing, building and managing student accommodation and related amenity, coupled with true certainty of delivery and financial stability. We provide unique know-how in unlocking sites as a seamless extension of the university experience and act as one with the university, dovetailing our services to our partners. We deliver outstanding places and lifestyles, backed by genuine care that attracts and retains students and boosts academic performance.

Size and Geography

- CLV manages student accommodation villages in major metropolitan and regional areas across Australia, serving thousands of domestic and international students.
- Our operations span multiple universities and tertiary education providers, with both on-campus and near-campus facilities, supporting a broad and diverse student population.

Staff and Student Demographics

- Residents include a diverse mix of undergraduate and postgraduate students from varied cultural, linguistic, and socio-economic backgrounds, including students living away from home for the first time.
- CLV employs professional staff across accommodation management, wellbeing support, and community engagement roles, ensuring a holistic approach to student experience and safety.

Scope of Whole-of-Organisation

- CLV's services extend beyond accommodation to include community-building programs, wellbeing initiatives, and partnerships with universities to enhance student safety and inclusion, with a focus on early intervention and prevention.
- Our approach integrates operational excellence with a strong commitment to equity, diversity, and inclusion across all levels of the organisation.

Experience and Approach to GBV Prevention

- CLV has a history of implementing safety protocols, wellbeing programs, and staff training to prevent and respond to incidents of harm, including trauma-informed response practises.
- We actively collaborate with universities, advocacy groups, and sector experts to align with best practice standards and The National Higher Education Code to Prevent and Respond to Gender-based Violence requirements and to continuously strengthen our prevention and response capability.

Planning, Engagement and Evidence

CLV's Whole of Organisation Plan has been informed by organisational stakeholders at many levels (residents, staff, university partners and subject matter experts) and has been coordinated by our senior operational leadership team.

Scope of the Plan

The Plan applies to:

- all members of CLV's Australia Community including Residents, Leadership, Staff, Affiliates
- entities that conduct activities on behalf of CLV
- other businesses and organisations that operate on, use or lease our facilities
- entities that conduct activities outside CLV-managed environments with substantial connection to CLV relationships, responsibilities, activities or the safety and wellbeing of the CLV Community

Experience and Approach to GBV prevention and response

CLV's comprehensive approach to GBV prevention and response builds on our long-standing partnership with universities including established whole-of-organisation sexual safety frameworks, actions plans, and risk assessments for residents and staff. These include:

Zero Tolerance Policy

GBV is unacceptable and will not be tolerated.

Trauma-Informed, Person-Centred Response

Immediate safety measures are implemented upon disclosure, followed by a risk assessment within 48 hours and tailored safety planning.

Clear Response Pathways

- Support plans for both disclosers and respondents.
- Options for university-led or provider-led response.
- Ability to issue behavioural requirements and removal of substantiated perpetrators from residence.

Support Services

- Access to trauma-informed counselling, via CLV and university pathways
- Referral pathways to internal and external services.
- Service level standards for timely and effective support and clear communication with affected individuals.

Addressing Drivers and Contextual Factors

CLV recognises that GBV is driven by power imbalances, gender inequality, cultural norms, and lack of accountability. In our context, additional factors include:

- Close living arrangements
- Diversity of residents
- Varying staff experience.

To address these, CLV:

- Promotes respectful relationships and inclusive practices through education, role modelling and community standards
- Engages diverse groups (women, First Nations people, LGBTQIA+, culturally and linguistically diverse communities, people with disabilities, and survivors) through:
 - o Resident and staff consultation
 - o Anonymous feedback mechanisms
 - o Collaboration with subject matter experts to ensure culturally safe and accessible approaches.

Prevention and Capability Development

- Mandatory GBV Training for all operational staff with annual refreshers.
- Ongoing education and regular communication to residents including awareness campaigns and bystander empowerment.
- Human Resource Policies aligned with National Code requirements including but not limited to the CLV Code of Conduct, Prevention of Sexual Harassment policy and Anti-Harassment and Bullying policy, that embed expectations for staff conduct and accountability.
- Employee Growth and Capability Development Plans embedded in operational processes to ensure sustained organisational competency. (For CLV – these are held by managers or HR).

Monitoring, Evaluation and Continuous Improvement

Data and Reporting:

- o Prompt recording in incident management systems
- o Regular monitoring of trends and performance
- o Annual reporting to university partners.

Governance:

- o COO accountable for GBV response
- o CLV General Managers and Village Managers are responsible for implementation and performance at site level.

Continuous Review:

- o Plan and supporting documents currency maintained by the General Manager WHS
- o Public accessibility and transparency (plain English, translations as needed) to support trust and accountability.

Planning, engagement and evidence

CLV's plan to meet the regulatory requirements of the [National Higher Education Code to Prevent and Respond to Gender-Based Violence 2025](#) (the National Code) has been developed through whole-of-organisation engagement, data analysis, and risk assessments to ensure it reflects the needs and experiences of all CLV community members and addresses systemic risks, barriers, and enablers. Day-to-day operations of planning, engagement, collecting and analysing data, and developing the Plan were overseen by a GBV Working Group comprising senior staff responsible for resident and staff safety and wellbeing, who worked closely with a wide range of residents, staff and leadership to ensure extensive consultation across the business. Oversight and organisational responsibility for this work was led by the Regional Executive Team chaired by the Chief Operating Officer.

Upon operationalisation of the Plan in 2026, the Regional Executive Team will continue to provide organisational leadership across the Plan's five-year lifespan, with this working group building networks of collaborators to ensure ongoing engagement with the CLV Community and continuous evaluation and enhancement of CLV's planned actions. An evaluation framework will underpin the work of this group.

Engagement processes, evidence, findings and actions

CLV undertook consultation to ensure the Plan was developed through genuine collaboration with residents, staff, and those with lived experience of GBV. This included engagement with and input from residents and staff as well as informed feedback from university partners, using trauma-informed and ethically sound engagement practices.

The engagement process included discussion with residents and staff about their sense of safety living in resident accommodation, what they expect their university and CLV to do to prevent and respond to GBV, and what feedback they had on the steps that CLV had already taken in addressing GBV Prevention.

Resident engagement: resident representatives participated in group consultation sessions. Among those invited to participate were international residents, female identifying groups and LGBTQIA+ residents.

Topics covered as part of this engagement were:

- What does the term Gender-Based Violence mean to them?
- What can Villages do to prevent Gender-Based Violence?
- What do safe and supportive ways to seek help look like?
- Feedback on current process.

Residents and staff who engaged in consultation on developing the Plan reflected feeling generally safe and viewed CLV to be doing well in relation to educating and training about safe and respectful relationships, especially through the current resident induction program and on-line staff training platform.

The feedback from residents and staff provided through the engagement process was invaluable for developing the Plan and informing the actions that CLV will undertake throughout the Plan's five-year lifespan.

Data analysis and evidence reviewed

The Plan is informed by comprehensive analysis of organisational data through our partnership with our university partners. Specifically, CLV has been working as part of an accommodation provider group for over 12 months in the development of the Plan. In addition, CLV was informed by national evidence, including:

Organisational data sources:

- De-identified data from university partners on GBV disclosures and formal reports, including types of misconduct, reporting pathways, response times, and outcomes
- Analysis of trends from university partners in incident prevalence across different cohorts, locations, and timeframes
- Respect@Campus Living Villages (CLV) Australia education/training participation rates and evaluation data across resident and staff populations
- Workforce data related to gender equity.

National and international evidence

- [National Resident Safety Survey](#) data and sector-wide prevalence data
- Research on intersectional risks and experiences of GBV among diverse cohorts
- Evidence on effective [prevention strategies](#), including whole-of-organisation approaches, bystander intervention, consent education, and organisational culture change

This data and external expertise inform the development of both the Plan and CLV's HSE-S-POL-7.9-001 GBV Policy Statement.

Responses to Disclosures and Formal Reports

The Plan ensures that anyone connected to CLV, including third parties, will be supported to make a disclosure about GBV or harm to someone other than themselves, without fear of sanction or inaction. If GBV or harm is disclosed or reported as occurring outside the scope of established procedure, CLV will provide referrals to specialist support services as appropriate.

Disclosures can be made by victim-survivors and third parties directly to CLV or their university partner with an option to remain anonymous. These disclosures may also be made through CLV's Integrity/Speak Out Helpline. A risk assessment will be undertaken in response to all disclosures within 48 hours of receiving the disclosure.

CLV records all incidents of GBV within Protecht, a secure incident management system. This information will be shared with University Partners at Village Advisory Board Meetings held bi-annually or as requested by the University Partner.

Full details of the company's procedure can be found in HSE-S-POL-7.9-001 GBV Policy Statement.

Approach

How CLV responds to GBV wherever it is experienced

CLV provides trauma-informed reporting and response mechanisms through Village leadership teams for residents or through Human Resources and appropriate support services for staff. Response pathways are also available through Village teams and Work Health and Safety systems. These mechanisms aim to provide coordinated responses that prioritise safety and choice, regardless of where GBV occurs.

CLV recognizes that resident accommodation represents a particularly important context, as residential settings can present distinct vulnerabilities. Our staff receive specific training in responding to disclosures and CLV has worked to develop culturally responsive, accessible, and intersectional approaches that address the specific circumstances and needs of diverse residents and staff.

CLV's systemic approach to addressing driving and contextual factors of GBV

CLV recognises that gender inequality creates the social context in which GBV occurs. CLV identifies the four gendered drivers of violence:

1. condoning violence against women through attitudes that excuse, minimise or trivialise violence
2. men's control of decision-making and limits to women's independence
3. rigid gender roles and stereotyped constructions of masculinity and femininity
4. male peer relations and cultures of masculinity that emphasise aggression, dominance and disrespect toward women.

Prevention initiatives target these drivers through training, organisational policy and practice, and efforts to challenge harmful gender norms. CLV recognises that cultural change requires sustained, multi-layered intervention over time.

Addressing Contextual Factors Relevant to our University Partners

Beyond the universal gendered drivers, CLV recognizes that there are relevant factors specific to higher education including:

- Residential contexts: Resident accommodation presents unique vulnerabilities including after-hours safety, shared facilities, proximity of living arrangements, and social dynamics among young people living independently for the first time
- First Nations residents and staff experiences: CLV recognises the intersection of gender inequality with the ongoing impacts of colonisation for Aboriginal and Torres Strait Islander peoples
- Residents and staff with disability: CLV recognizes that people with disability experience GBV at higher rates and face specific barriers including increased vulnerability to violence, barriers to reporting and accessing support, and intersecting discrimination
- Social and cultural diversity, including the experiences of international residents: International residents and residents from culturally and linguistically diverse backgrounds may face specific barriers to reporting, cultural factors affecting perceptions of GBV, and concerns about visa implications or community reputation
- LGBTIQ+ residents and staff experiences: CLV recognises specific forms of GBV experienced by LGBTIQ+ communities and the intersection of gender inequality with heteronormativity, cisnormativity, and discrimination based on sexual orientation and gender identity. CLV is fully committed to LGBTIQ+ inclusion
- Alcohol and social settings: CLV addresses risks in social settings through training staff and residents, bystander intervention programs, event safety protocols, and prevention messaging during social events and induction periods
- Intersecting forms of discrimination: CLV recognises that residents and staff experiencing multiple forms of marginalisation (e.g. First Nations women, international residents with disabilities, LGBTIQ+ residents from CALD backgrounds, women with disability) face compounding risk factors and barriers.

CLV provides specialised support through dedicated village management, targeted training for residential staff and resident leaders, broader training for all village residents, and enhanced safety measures. Prevention initiatives are tailored to address resident experiences through participatory, self-determined approaches developed in consultation with affected communities.

Prevention and response efforts to date, key lessons learned, and successful initiatives

CLV has established a robust foundation for preventing and responding to GBV through our Resident Respectful Relationships program. Mandatory prevention and response education is delivered through this program in five online modules;

- Understanding GBV, Sexual Assault and Sexual Harassment (all residents)
- Responding to Disclosures of Sexual Misconduct (resident leaders and resident executives);
- Consent 2025 (all residents and staff)
- Disclosures of Sexual Assault and Sexual Harassment (all residents and staff)
- Alcohol and Drug Education (all residents).

Together these modules aim to build understanding of consent, bystander intervention, respectful relationships, and appropriate response to disclosures, including familiarity with internal and external support systems.

Optional training delivered by expert external providers is also regularly offered, including workshops on healthy relationships, positive masculinities, and breaking gendered stereotypes.

Related company plans and documents

CLV's approach to preventing and responding to GBV is supported by an integrated framework of policies, procedures, and codes of conduct that establish behavioural expectations. These documents connect to broader frameworks governing resident and staff conduct, workplace behaviour, and complaint management to support a whole-of-organisation approach that prioritises the safety and support of residents and staff.

Policies and Codes of Conduct

Document ID	Document Title	Document Purpose
HSE-S-POL-7.9-001	GBV Policy Statement	CLV's strategic statement to recognise and act upon GBV
HSE-S-POL-7.9-001	GBV Whole-of-Organisation Policy	CLV's strategy document that establishes the framework of how CLV will prevent and respond to GBV across the business
HSE-S-PR-7.9-002	GBV Procedure	Establishes the requirements necessary to ensure CLV responds to and appropriately supports disclosers and others
HSE-S-GD-7.9-002	GBV Guideline	CLV guideline to provide all CLV staff with training on GBV including what it is, the impact it can have, recognising it, the role of the ethical bystander, and how CLV supports disclosers
HSE-S-GD-7.9-003	GBV First Responder Guideline	CLV guideline to provide all CLV village staff with training on how to provide a first response to a disclosure of GBV including, core concepts and consequences, survivor centric approach, the role of the first responder, decision framework and university pathways
HSE-S-FO-7.9-001	Commitment to Prevention Declaration	Village specific declaration document confirming commitment
HSE-S-FO-7.9-002	Training, Education and Prevention Initiatives Declaration	Village specific declaration document confirming commitment

Strategic Documents and Action Plans

Document ID	Document Title	Document Purpose
N/A	Sustainability Strategy 2030	Overarching strategy document including CLV Cares action plan for employee and resident wellbeing
N/A	CLV AU Prevention of Sexual Harassment Policy	CLV AU document that establishes the framework and delivery methodology for preventing and responding to sexual harassment in the workplace
N/A	CLV AU Anti-Harassment and Bullying Policy	CLV AU document that establishes the framework and delivery methodology for preventing and responding to bullying and harassment in the workplace
N/A	AU Whistle Blower Policy	CLV AU document that establishes the framework and delivery methodology for preventing and responding to serious wrongdoing
N/A	Group Respect in the Workplace Policy	CLV AU document that establishes the framework and delivery methodology for managing workplace behaviours

Approach to Ongoing Monitoring, Evaluation and Continuous Improvement Plan

CLV will seek continuous improvement to the prevention and response to GBV through ongoing monitoring and evaluation of its actions under the Plan and Outcomes Framework.

Whole-of-Organisation Gender-Based Violence (GBV) Prevention and Response Plan (PRP)

Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to Gender-Based Violence

Action	Outcomes	Indicators	Timeframe
<ul style="list-style-type: none"> The Prevention and Response Plan endorsed by CLV's EXCO will undergo regular review by the Regional Executive Team (RET). The RET is accountable for effectively preventing and responding to GBV in accordance with this policy. The COO will ensure the RET contains representatives that have the required expertise and skills in GBV to provide effective oversight and monitoring of the plan. CLV will establish a cross-functional governance group to enhance senior leaders' understanding of the systemic impacts of Gender-Based Violence. 	<ul style="list-style-type: none"> Executive Leadership engagement Senior leadership actively champions GBV prevention and response. Governance structures embed accountability for GBV actions and reporting. Cross-functional working groups monitor systemic risks and progress. Policies and procedures are consistently applied across all operational areas. RET includes members with GBV capability; governance group established 	<ul style="list-style-type: none"> Annual compliance action within Protect Annual RET review of GBV plan Cross-functional governance group meets quarterly. Leadership communications reference GBV priorities. Governance group minutes and actions documented. 	<p>Annual ongoing</p>

Environments are safe, and systems continuously improve to prevent and respond to Gender-Based Violence

Action	Outcomes	Indicators	Timeframe
<ul style="list-style-type: none"> • Safe Spaces Audits will be introduced at all Villages nationwide to assess and enhance the safety and wellbeing of residents and staff. • Scheduled regular review of GBV governing processes with input from CLV staff, residents and in consultation with identified external professionals as required. • All prevention and response initiatives for Gender-Based Violence will be trauma-informed and continuously evaluated for effectiveness. 	<ul style="list-style-type: none"> • Annual safety audits are completed and acted upon. • Incident management systems capture and analyse GBV-related data. • Continuous improvement processes address identified risks promptly. • Residents and staff report feeling safe in accommodation and communal spaces. 	<ul style="list-style-type: none"> • Completion of Safe Spaces Audits annually. • 100% of hazards remediated within relevant risk appetite categories. • Incident reporting evidence of timely data entry. • Resident/staff safety perception improves 	<p>Annual ongoing</p>

Build knowledge and capability to safely and effectively prevent and respond to Gender-Based Violence

Action	Outcomes	Indicators	Timeframe
<ul style="list-style-type: none"> • Ensure safe and effective prevention and responses to GBV by developing and building knowledge and capability through comprehensive, trauma-informed training for all operational and frontline staff to ensure they can identify, prevent, and respond to Gender-Based Violence safely and effectively. • Facilitate digital modules, routine workshops and communication campaigns for residents and staff to promote respectful relationships, challenge harmful norms, and reinforce zero-tolerance policies. • Provide advanced training for managers and wellbeing staff, including GBV risk management, cultural safety, and referral protocols, supported by partnerships with external Gender-Based Violence experts. 	<ul style="list-style-type: none"> • All staff complete mandatory GBV prevention and response training. • Frontline staff are trained in first responder protocols. • Deliver village leadership with advance skill set in GBV protocols. • Regular education and campaigns for staff and residents. 	<ul style="list-style-type: none"> • % of operational staff completing mandatory training. • Number of refresher sessions delivered. • Manager/wellbeing staff completion of advanced modules. • Volume and reach of staff and resident engagement programs. 	<p>2025-27</p>

Responses and support services are safe and person-centred

Action	Outcomes	Indicators	Timeframe
<ul style="list-style-type: none"> • Support and encourage the disclosure of all GBV incidents always ensuring confidentiality through clear protocols for handling disclosures of GBV that prioritise safety, dignity, and cultural sensitivity, ensuring all interactions are trauma informed. • Provide multiple, easily accessible channels for reporting and support (in-person, online, and anonymous) by trained staff and external referral networks as required. • Response approach to be person-centred and trauma-informed, ensuring that information about GBV is available and support is clear and accessible with all disclosures taken seriously and responded to promptly. • Create personalised support plans for individuals affected by GBV, incorporating accommodation adjustments, academic considerations, and wellbeing services, in collaboration with the individual and with their consent. • Deliver effective risk assessments and implement precautionary measures to safeguard wellbeing and inform disclosers of the various options available for managing and responding to their disclosure. 	<ul style="list-style-type: none"> • Specialist staff receive advanced training in trauma-informed care. • Residents participate in ongoing education programs promoting respectful relationships. • Capability development plans are embedded in organisational processes. • Multiple accessible reporting channels available and used appropriately. • Risk management protocols are tailored to GBV and are survivor centric. 	<ul style="list-style-type: none"> • % of staff trained in First Responder protocols. • Number of disclosures received through each reporting channel. • Specialist staff training completion. • Resident participation in education programs. • Risk assessments are completed on time. 	<p>2025-26</p>

Gender-Based Violence responses are safe and timely

Action	Outcomes	Indicators	Timeframe
<ul style="list-style-type: none"> • Conducted a formal risk assessment within 48 hours of any GBV disclosure to identify immediate safety needs, assess potential risks, and implement appropriate mitigation measures. • Implement clear service-level standards for response actions include making initial contact within 24 hours and facilitating referrals within 72 hours within CLV procedures. • Provide 24/7 access to emergency assistance through on-call staff and external crisis services, supported by clear and easily accessible communication channels, ensuring that individuals can obtain immediate support whenever needed. • Where a need to act contrary to a discloser’s preferences arises such as, an immediate risk to the safety or wellbeing of any individual, or a legal obligation to report the disclosure, CLV will clearly explain the reasons for the action being taken. 	<ul style="list-style-type: none"> • Risk assessments occur within defined timeframes (e.g., 48 hours). • Service-level standards for response times are consistently met. • Emergency support is available 24/7 for residents and staff. • Escalation pathways are clear and communicated to all stakeholders. • Precautionary actions implemented when needed. 	<ul style="list-style-type: none"> • % of risk assessments completed within 48 hours. • % of first contact within 24 hours. • % of referrals facilitated within 72 hours. • 24/7 response availability confirmed in incidents. • Service level standards understood at annual review 	<p>2025-28</p>

Use evidence to approach, measure change and contribute to the national evidence-base

Action	Outcomes	Indicators	Timeframe
<ul style="list-style-type: none"> • Implement standardised processes for capturing GBV related data across all villages, including incident reports, response times, and support outcomes, ensuring confidentiality and compliance with privacy laws. • Undertake quarterly reviews of GBV prevention and response activities to analyse trends, identify gaps, and assess effectiveness. Report findings to the governing body every six months in line with the National Code. • Contribute anonymised data and case studies to national research initiatives and sector benchmarking projects, aligning with government reporting requirements. 	<ul style="list-style-type: none"> • Comprehensive GBV data collection framework is implemented. • Quarterly monitoring and evaluation reports inform governance decisions and continuous improvement. • Findings are shared with national research and benchmarking initiatives. 	<ul style="list-style-type: none"> • Standardised data collection implemented across all villages. • Quarterly analysis completed and actioned where identified. • Contributions made to national research and benchmarking. 	<p>2025-27</p>

Student accommodation is safe for all students and staff (where relevant)

Action	Outcomes	Indicators	Timeframe
<ul style="list-style-type: none"> • Conduct annual safety audits across all villages, assessing lighting, CCTV coverage, secure access points, and emergency wayfinding; Hazards will be remediated within relevant risk appetite categories with completion status published to residents and staff. • Provide gender-inclusive and culturally safe accommodation options, formalise procedures for room changes and safety relocations, and ensure accessibility standards for students and staff with disabilities is embedded. • Maintain a 24/7 onsite or on call safety response, with clear reporting channels including in person, phone, online, anonymous options, and real-time incident notifications to relevant managers. Response performance monthly. 	<ul style="list-style-type: none"> • Physical safety measures (lighting, CCTV, secure access) are maintained and improved. • Gender-inclusive and culturally safe housing options are available. • Emergency response systems are operational and accessible 24/7. • Residents and staff report high levels of perceived safety and inclusion. • Room changes/safety relocations available as required. 	<ul style="list-style-type: none"> • Annual safety audits completed. • % of hazards remediated within relevant risk appetite categorisation. • Monitoring of emergency response records. • Resident/staff perception surveys. 	<p>2026-28</p>

Gender Equality Action Plan

Name and tenure	Gender Equity Plan 2023–2027
Authorising agency	Workplace Gender Equality Agency
Revision commitments	The next scheduled revision is reportable to the Regional Executive Team on 30 June 2026

CLV meets the reporting requirements of the WGEA and reports yearly on the following 6 areas.

1. Workforce Composition
2. Gender composition of the Board
3. Equal remuneration
4. Flexible Work
5. Consultation with employees re: gender equality
6. Sexual harassment

These requirements are embedded within the CLV Whole-of-Organisation Plan.



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