Gender-Based Violence (GBV) Good Practice Guidelines

Framework for University Sporting Events

1. Purpose

UniSport Australia is committed to providing a safe, respectful, and inclusive environment at sporting events. This guideline document has been developed in accordance with the Action Plan Addressing Gender-based Violence in Higher Education - Department of Education, Australian Government and we encourage members to familiarise themselves with the Plan. The Practice Guidelines outline good practices to prevent and respond to Gender-Based Violence (GBV), ensuring all those contributing to University Sport including students, staff and officials can engage in and enjoy events equitably and free from harm.

Importantly, these Guidelines should be considered alongside university specific Policies and directives in relation to responding to and reporting gender-based violence. University staff and students should ensure they have familiarised themselves with their own University policies regarding gender-based violence response and reporting to ensure staff and student have complied with their obligations.

University Team Managers are encouraged to identify and reach out to your university's responsible entity for whole of organisation GBV support and reporting to discuss your obligations and to ensure you have up to date information on support, response and reporting mechanisms. In your university this could be the Safer Community Unit, the Integrity Office, the Diversity Equity and Inclusion Department and/or the portfolio responsible for People Experience / Work, Health and Safety.

#	The Checklist addressing GBV requirements at University Sport events
1	Ensure you are working with the appropriate University portfolio who can provide you with relevant GBV related information in your university context and familiarise yourself with your University's Policies and directives in relation to supporting, responding to and reporting gender-based violence.

2. Scope

The proposed Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Bill 2025 is expected to apply to all students and staff attending university-affiliated sporting events, irrespective of their role, including:

- Student-athletes and team representatives
- Spectators and supporters
- Event organisers and volunteers
- University staff and security

The proposed National Code emphasises the responsibility we have for our students and staff when they are participating and contributing to both on-campus and off-campus events, including domestic and international travel for sporting competitions. These Guidelines can be used to plan for all relevant activities outlined above.

3. Key Principles of UniSport Australia in creating and supporting safe events and spaces

a. Commitment to Addressing Gender-Based Violence

- All forms of GBV, including but not limited to sexual harassment and violence, discrimination, or intimidation, will not be tolerated.
- Uni Sport is committed to taking a trauma informed approach to supporting and responding to disclosures and reports of GBV.
- All reports of GBV will be taken seriously, and privacy of information, support and responses and reporting will be managed in accordance with Uni Sport policy and the specific University Policy of complainants and respondents.
- Student or staff members disclosing or reporting GBV will be informed and supported to consider internal and external reporting options including to Police where appropriate.

b. Respectful Behaviour and Language

- Students, staff and coaches must use inclusive and respectful language and actively demonstrate inclusive practices.
- Chanting, signs, or gestures that are sexist, homophobic, transphobic, or otherwise discriminatory behaviours are not allowed.

c. Safe and Inclusive Environments

- Uni Sport and host Universities must ensure sporting venues have clear and visible messaging regarding inclusive practice, inappropriate behaviour and procedures for responding and reporting safety concerns.
- Universities should ensure proper lighting, surveillance, and access to emergency support services.
- Alcohol consumption must be monitored and inappropriate behaviours addressed by Uni Sport and/or host universities to reduce the risk of inappropriate behaviours, violence and harm.

d. Active Bystander Intervention

- Uni Sport and University staff, team coaches, and managers are required to intervene safely if they observe GBV.
- Students are encouraged to intervene safely if they observe GBV (e.g., by reporting incidents, offering support, or seeking assistance from security).
- The university will provide training to all staff and students on bystander intervention strategies.

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2	As a host organisation or participant, ensure you have undertaken checks that the venue has appropriate messaging and responses including support and reporting mechanisms in place prior to event.

4. Pre-Event Preparation

All students and staff attending sporting events, whether as participants or spectators, engage in their university's stipulated **GBV prevention training** requirement as part of and/or as complimentary to existing University Pre Event preparation requirements. It is important that educative material and discussions on roles and responsibilities is explicitly addressed with opportunity to engage in how this is applied in practice.

Prior to participation in any university sporting event on or off campus, staff and students should engage in and be provided with basic information and educative materials which raises awareness of their role and responsibilities in relation to GBV and their University policy, procedures and mechanisms for supporting and reporting.

Before any off-campus or international sporting event this briefing staff and student **Pre-Departure Briefing** should include any additional information, which is relevant to the specific region or country the team are travelling to.

4.1 Pre-Event Education for Staff and Students (On Campus and Off Campus)

Pre-departure education should cover the following topics:

- Understanding definition and scope of GBV, real examples applicable to sport, and potential impact
- Raising awareness of university policies and reporting procedures and that these must be adhered to when engaging in university sport on and off campus
- Understanding First Responder role and responsibilities, particularly for staff and students who are undertaking a management, coaching or team captain role
- Practical Bystander intervention techniques
- Cultural sensitivity and respect
- Alcohol, consent, and safe socialising

This Participant Education may be conducted by the relevant experts within your university or through the University's approved provider and may consist of one or both of these opportunities:

- **In-person workshops** for student-athletes and team representatives
- **Pre-event briefing sessions** for all attendees

Online modules may be completed before event registration to sense check staff and student understandings and supplement the pre-departure training.

In addition to drawing on your university's educational resources it might be valuable to build your 'tool kit' and use other sector and industry resources such those developed by other Universities which can be shared, or those provided by Our Watch and Universities Australia.

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3	Ensure you have access to or developed appropriate pre departure training package with relevant educative resources and information to assist in supporting your staff and students to understand their responsibilities, identify and feel confident to be an active bystander.

4.2 Additional Pre-Departure Briefing For Off-Campus or International Events

Before any off-campus or international sporting event, students and staff must attend a **Pre-Departure Briefing** which includes all relevant education and information as per 4.1 and in addition cover:

- Emergency contacts and response procedures applicable to the specific event or region
- Event and Venue-specific safety measures
- Specific laws and cultural protocols which may be relevant to the region where this applies

4.3 Code of Conduct Agreement

All staff and students should be required to sign a University **Code of Conduct Agreement** acknowledging they have participated in and understand the briefing and relevant training and are committed to upholding the obligations and principles as per these Guidelines.

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4	University Team Managers should ensure that all staff and students who will be participating in events have attended and completed the relevant requirements, and that this is documented for the University's record should this need to be referred to later.

UniSport will ask all University Team Managers to sign and submit a Host Code of Conduct Agreement acknowledging that staff and students participating as part of their representative team have signed their Conduct of Conduct Agreement.

#	The Checklist addressing GBV requirements at University Sport events
5	Confirm all Host event pre-event requirements have been complied via formal sign off by the appropriate University authority

5. Reporting and Support at UniSport Event

5.1 Reporting Procedures

- In the event a disclosure or report of GBV has occurred and been disclosed or reported to UniSport Management at a UniSport sponsored event, UniSport will work in partnership with the relevant University/s taking a trauma informed approach using the actions outlined in with the event risk management plan.
- In addition, staff and students should adhere to their University Policy and follow the correct process for disclosing or reporting, which may include reporting to campus security, university integrity or support staff, or via an anonymous online reporting system.
- Clear reporting channels to Uni Sport Event Management will be displayed at sporting venues.

5.2 Support Services

- All Victim-survivors will have access to **counselling, medical support, and guidance** on internal and external reporting options through university-affiliated services.
- In the event UniSport Management are First Responders, the event critical incident management protocol will be enacted.

6. Event Organisers' Responsibilities

- Publicise the event expectations and code of behaviours via registration process including explicit reference to GBV.
- Ensure all Universities have prepared their teams in accordance with their University GBV/OHS/DEI policies.
- Ensure host event staff and security are trained in GBV prevention and response.
- Display signage and information about university policies on GBV at sporting venues.
- Monitor crowd behaviour and enforce consequences for misconduct, including removal from events.
- Have emergency and incident triage services arranged prior to event to ensure the availability if required

7. Consequences for Substantiated Violations

- Any member of a university team found violating these guidelines and the University policies covering these activities may face disciplinary action, including suspension from attending future events, referral to university conduct committees, or legal consequence.

8. Education and Awareness

- Regular workshops and education update opportunities supporting the prevention of and addressing GBV related behaviours should be provided to student-athletes, supporters, and event staff on a regular basis.

  UniSport will continue to work in partnership with relevant expert partners within and external to universities in the development and promotion of relevant GBV educational materials. We encourage our members to take advantage of these resources in implementing the Guidelines.

9. Review and Continuous Improvement

- UniSport Guidelines will be reviewed on an annual cyclic basis, or more frequently should relevant national legislation or emerging good practice resources require.
- Universities are encouraged to review their processes, practices and educative materials prior to each event to ensure this remains up to date.
- Student and participant feedback should be actively sought as a means of continuous improvement at a local and national level.

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6	Ensure your University Sport Management Team has clear responsibilities and process for reviewing the information in these guidelines and your processes and practices prior to activities and events.

10. Contact Information

- For emergencies: 000 in Australia
- Follow the University incident management protocol **[Campus Security Contact]**
- To report incidents: [University Online Reporting System]
- For support services: [University Counselling & Support Contact]

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7	Ensure all emergency and incident management related numbers are at hand and available to all Team Managers, staff and students in attendance.

This template integrates **on-going cultural /safety training and pre-departure** components to ensure students and staff are well-prepared, informed, and held accountable for ensuring respectful behaviour at university sporting events.

11. Valuable Resources Section

UniSport Australia- National Integrity Framework Resources	• Member Protection • Child Safeguarding • Complaints, Disputes and discipline • Improper Use of Drugs and Medicine • Competition Manipulation and Sport Wagering • Anti Doping • Whistleblower
UniSport Australia- Nationals Events Policies and Guidelines	• Participation Agreement • Code of behaviour • Disciplinary and disputes • Use of alcohol at UniSport events • Breach of Code of Behaviour Form • Diversity, Equity and Inclusion • Volunteer agreement and code on conduct
Our Watch -Preventing Violence Against Women	https://www.ourwatch.org.au/
Universities Australia- Respect. Now. Always campaign	https://universitiesaustralia.edu.au/project/respect-now-always/
Monash University- Off Campus Guidelines	https://www.monash.edu/sport/clubs-and-varsity/resources/off-campus-guidelines

#	The Checklist addressing GBV requirements at University Sport events	Your Notes. Where can you find these documents in your files?
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2	As a host organisation or participant, ensure you have undertaken checks that the venue has appropriate messaging and responses including support and reporting mechanisms in place prior to event.	
3	Ensure you have access to or developed appropriate pre departure training package with relevant educative resources and information to assist in supporting your staff and students to understand their responsibilities, identify and feel confident to be an active bystander.	
4	University Team Managers should ensure that all staff and students who will be participating in events have attended and completed the relevant requirements, and that this is documented for the university's record should this need to be referred to at a later date.	
5	Confirm all Host event pre-event requirements have been complied via formal sign off by the appropriate University authority	
6	Ensure your University Sport Management Team has clear responsibilities and process for reviewing the information in these guidelines and your processes and practices prior to activities and events.	
7	Ensure all emergency and incident management related numbers are at hand and available to all Team Managers.	