

Gender Based Violence Statement

Version 1.0

Overview

AIM Institute is committed to providing a safe, respectful and inclusive environment in which all members of our community can learn, work and participate free from gender-based violence, sexual harm, harassment, discrimination, or coercion.

Gender-based violence is unacceptable and fundamentally inconsistent with the values of dignity, respect and equality that underpin the Institute's educational mission. AIM Institute has zero tolerance for gender-based violence in any form.

Gender-based violence includes any physical or non-physical violence, harassment, abuse, threats or behaviour based on gender that results in harm, coercion, control, intimidation or fear, including sexual assault, sexual harassment, stalking, intimate partner violence and other forms of sexual harm.

AIM Institute recognises that higher education providers play an important role in preventing and responding to gender-based violence and in contributing to broader cultural change across society. Consistent with national sector expectations and regulatory frameworks, the Institute adopts a whole-of-organisation approach to prevention, response and support.

Our Commitment

AIM Institute commits to:

Prevention and Culture

- Promoting a culture of respect, safety and inclusion across the Institute community.
- Providing education and training to staff and students on respectful behaviour, consent and bystander intervention.
- Implementing evidence-based prevention initiatives that address the underlying drivers of gender-based violence.

Safe and Respectful Learning Environment

- Ensuring students and staff are able to study and work in environments that are safe and free from harassment, intimidation and violence.
- Taking proactive steps to identify and mitigate risks within institutional environments and activities. This includes establishing non-academic misconduct policy and procedure, and ensuring all members of the AIM Institute are aware of appropriate conduct.
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Support for Victim-Survivors

- Providing access to trauma-informed, person-centred and culturally appropriate support services.
- Prioritising the safety, dignity and wellbeing of individuals who disclose or report gender-based violence.
- Ensuring that support is available regardless of whether a formal complaint is made.

Accessible Reporting and Response Processes

- Maintaining clear and accessible processes for the disclosure and reporting of gender-based violence.
- Responding to reports promptly, fairly and sensitively.
- Ensuring processes uphold procedural fairness while prioritising safety and wellbeing.

Accountability and Governance

- Embedding responsibility for the prevention and response to gender-based violence within institutional governance and leadership structures.
- Monitoring and reviewing institutional performance in addressing gender-based violence.
- Ensuring compliance with relevant regulatory frameworks, including the National Higher Education Code to Prevent and Respond to Gender-Based Violence, and relevant obligations under the Higher Education Standards Framework and ESOS Act.

Continuous Improvement

- Using data, sector guidance and research to strengthen institutional approaches to prevention and response.
- Working collaboratively with students, staff and external experts to improve institutional practices.

Shared Responsibility

Preventing gender-based violence is a shared responsibility across the entire AIM Institute community. All students, staff, contractors and visitors are expected to behave respectfully and contribute to a safe and inclusive environment.

The Institute encourages anyone who experiences or witnesses gender-based violence to seek support or report concerns. AIM Institute will take appropriate action to address misconduct and support those affected.

Institutional Commitment

Through these commitments, AIM Institute seeks to foster a community characterised by respect, safety, equality and accountability, and to contribute to the broader national effort to eliminate gender-based violence in higher education.

Relevant Legislation	Higher Education Standards Framework (Threshold Standards) 2021 TEQSA Act 2011
Related Policies and Statements	Student Handbook Code of Conduct Student Support Framework Diversity, Equity and Inclusion

Document Approval

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Responsibilities:			
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Document Change and Review log

Version	Updated by	Approval date and body	Details
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